R20-m housing plan

Weekend Argus Correspondent

JOHANNESBURG. — The Anglo American Corporation’s gold mines are launching a R20-million programme to raise family accommodation to an initial three percent of their 120,000 Black workers.

The programme will triple family housing for Blacks on the gold mines, says Mr. D. A. Etheredge, head of the corporation’s gold division.

It involves about 2,400 houses for top ranking Black employees and is to start within six months.

Mr. Etheredge made it clear that it would be a long time before Anglo American reaches its target of providing family housing for 10 percent of its Black workers.

It is the first time that any mining leader has disclosed that family housing on the gold mines is well below the three percent limit set by the Government many years ago.

The failure to reach three percent was largely due to the almost incredible bureaucratic process for getting married quarters approved until quite recently,” Mr. Etheredge explained.

The Government had now granted permission for the construction of any number of family houses in townships under the control of Bantu Administration Boards.

The authorities had also indicated flexibility regarding the three percent limit to family housing on mine property, he said.

Intensive investigations — virtually worldwide, and including the experimental construction of a large variety of prototype houses in Welkom’s Coloured township — led up to the building programme.

Mr. Etheredge said the immediate building plans provided for:

- The construction of a new mine village for Black families to be shared by workers from the new Elandsrand and the existing Western Deep Levels mines, near Carletonville.
- Family housing for workers from the Free State gold mines in Welkom’s Thabong township.
- A future decision on such housing for Black workers of the sprawling Vaal Reefs complex in the Western Transvaal. There 25 houses have been built for experimental purposes near Orkney.

A host of problems still surrounded the long-term plans of providing family housing for all semi-skilled and higher skilled Black miners, he added.
Drought brings Basotho recruits

MASERU — Drought in Lesotho was responsible for a record 60 percent increase in the number of Basotho miners recruited to the South African gold mines in December last year, according to a spokesman for the Mine Labour Organisation.

According to statistics released here yesterday by the MLO, which recruits Basotho mine labour for the gold mines, altogether 5,150 miners were recruited in December 1975 compared with 3,489 in December 1974.

The spokesman attributed the increase to prevailing drought conditions in Lesotho as well as the "attractive" wages on South African mines.

Basotho workers left for the mines as there was little prospect at present of saving the maize crop from being destroyed by the dry weather.

He said the threat to the country's maize crop would add to the hardship of the people caused by South Africa's withdrawal of the maize subsidy to Lesotho.

The measure taken by the South African Government would also increase the price of maize and maize products bought in the Republic, leading to "untold hardship."

Announcing its present bumper wheat harvest at a Cabinet meeting this week, the Lesotho Government said it was due to the success of the Government programme of subsistence cropping with farmers.

The Government had therefore decided that wheat being harvested at present should be stored in granaries and then sold to people in the various districts.

(Sapa)
"Black reality" facing miners

Labour Reporter

It was clear that blacks would replace whites in the mining industries, Mr. P. C. C. "Cor" de Jager, president of the Mineworkers' Union, told the annual meeting of the general council in Johannesburg today.

"Reality has now overtaken us with the announcement that Bophuthatswana will become independent in 1978," Mr. de Jager said.

A few thousand white mineworkers would be affected by this — not four as in the case of the Atok Platinum Mine in the Lebowa homeland which received an exemption some time ago to allow the training of blacks to take over some work of whites.

The owners of the Impala and Rustenburg platinum mines last March applied for similar exemptions, which the Mineworkers' Union opposed as they had done with the Atok mine.

The union had met the minister of mines, who had undertaken to study the matter but had not yet come back to the union.

"It is not only in the Rustenburg area where this problem prevails," Mr. de Jager said.

"It ranges as far as the Kgaranana, where quite a few mines also "fall into" the homeland."
Many Rhodesia blacks choose return to mines

Labour Reporter

The head of the South African mine labour recruitment organisation, Mr Tony Fleischer, says 32,000 Rhodesian blacks worked on South African mines last year and many are returning for a second spell.

He was asked to comment on an allegation that the South African mining industry is exploiting Rhodesian blacks and putting them in a "dehumanising" environment.

The claim by Mr Phumelele Sithole, president of Rhodesia's African Trade Union Congress, was made in an interview with the magazine, "Gold and Base Minerals, reports Sapa.

The South African mines were exploiting Rhodesia's unemployment and low wages, Mr Sithole said. Young Rhodesian blacks were attracted by monetary rewards, but found conditions quite different from those expected. They found themselves placed in compounds and separated tribally.

"These and other dehumanising factors could lead to these youths becoming conditioned to such an environment," Mr Sithole said.

R100 A MONTH

The magazine quoted the Rhodesian Minister of Mines, Mr Dillon, as saying: "I feel our lower salaries are more than compensated for by the favourable conditions we offer our black miners.

"Unlike the situation in South Africa, a worker can live at the mine with his wife and family." Mr Fleischer said the average income of blacks on South African mines was now R100 a month.

"It would seem many Rhodesians working here are happy with the conditions because they are returning for a second year of employment," Mr Fleischer added.

"Everybody signs on voluntarily and we tell them what the conditions are and what to expect."
Blacks join mines at record rate

BLACKS are enlisting for work on the mines at a record rate. In the first 14 working days of this month 43,000 enlisted—almost all from South Africa, Transkei, Botswana, Lesotho and Swaziland.

This compares with an enrollment of 20,000 in the corresponding period last year—a record in a record year.

The Chamber of Mines labour organisation is having difficulty handling the rush. Its editor, Mr. Tony Fleischer, says the industry should have a full complement before the end of February, reports the Johannesburg correspondent of The Argus.

The upsurge follows a sharp seasonal drop in the December quarter as a result of many workers returning to stay at home in the spring and early summer to plough and to celebrate Christmas with their families.

It is expected that half of the mines' full complement of 360,000 black workers will be South African by June.

Mr. Fleischer attributes the current rush to work on the mines to higher wages. Black miners earn more than £100 a month, all found on average—and to a changed image of mining work.

However, there has been no significant rise in urban black recruitment.
Mrs H SUZMAN asked the Minister of Bantu Administration and Development:

(1) Whether regulations are in force prohibiting the recruitment for white labour of Bantu born on farms; if so, (a) in what areas do these regulations apply, (b) when were they introduced and (c) what was the reason for their introduction,

(2) whether consideration will be given to their withdrawal, if not, why not.

The DEPUTY MINISTER OF BANTU AFFAIRS

(1) (a) and (b)

In this connection I refer the hon. member to regulation 6(2) read with regulation 7 of Chapter IV of the Bantu Labour Regulations promulgated under Government Notice R.1892 of 3 December 1965.

(c) Because no surplus labour is available on farms and only Bantu employed by farmers are by law permitted to reside on such land.

(2) Yes, if after thorough investigation collaboration with all interested parties concerned, it be considered necessary.
Labour excess on mines

Labour Reporter

The mining industry is about to experience an oversupply of black workers after recruiting records last month.

More than 90,000 workers signed up last month—more than one-fifth of the total complement for the mines.

"We are fast approaching a situation of oversupply," said Mr Tony Fliescher, head of the Chamber of Mines recruitment organisation.

The influx raised the underground complement from 81 percent to 95 percent of requirements within 26 days.

It far exceeded the previous recruiting record of 66,000 men for January 1976.

A significant feature was that 68 percent of the 90,000 new recruits were from South Africa or Transkei, bringing the local labour supply to 68 percent of total black labour of 387,000 men.

Asked whether local recruitment would be stepped up further now that more South Africans and Transkeians became available, Mr Fliescher said: "That is a policy decision which has yet to be taken. We have never faced this situation before."

He conceded that increased recruitment had aggravated the year-end labour shortage but expected this to be alleviated in the future because of the greater availability of labour.

Mr Fliescher said the rise in unemployment among black South Africans was not the only reason for the influx. "Improved wages and living conditions on the mines take the greatest credit for it," he said.

Underground novices started on R65 a month, while the average underground wage exceeded R109 a month, not mentioning free food and lodging.
Labour Reporter

About 3,000 mine-workers were stranded underground in "very hot" conditions down to 2,700 m underground from 8 am to about 7 pm yesterday when fire damaged an electrical sub-station at the Doornfontein gold mine near Carletonville.

The last man reached the surface at 19.50 pm after the power supply was partially restored at 7 pm.

One dehydration case was the only harmful effect reported — but even that man was fit and back on the job today according to a spokesman for Gold Fields.

The power failure at 8 am shut off ventilation and pumps throughout the No. 1 shaft section of the mine but surface fans sucking air out of the mine kept up some air circulation.

The men in the affected areas made their way to hoisting stations where they had adequate drinking water and remained in constant telephone communication with the surface.

Men at higher levels were conveyed to other shafts or walked there. But about 3,000 men in the lower sections of the No. 1 shaft were told to stay put.

"They were not trapped, but it was decided that they should not make their way out on foot," said the spokesman.

He said underground work throughout the mine ceased after the power failure. It was expected to take until Sunday to restore the full power supply.

The fire has been attributed to an electrical fault.
Probe into guerilla 'recruiting'

Own Correspondent

JOHANNESBURG.—South African security police are investigating disclosures that Rhodesian migrant workers are being recruited in the Republic to fight as guerillas for the Zimbabwe Peoples Army (Zipa).

Brigadier C F Zietsman, acting chief of the security police, confirmed yesterday that reports of large-scale recruiting in South Africa by agents were being investigated, but declined to comment further.

The Cape Times Africa Bureau disclosed in an interview from Francistown a week that hundreds of agents were said to be still operating in South Africa and that a 'single agent' had recruited about 350 men and women during the past 10 years.

The agent, Mr Gilbert Ngwenya, 32, has now left South Africa to actively fight for Mr Joshua Nkomo's Zapu forces.
Gold mines. Foreign Blacks employed

Mr. C. W. FGLIN asked the Minister of Mines:

(a) How many foreign Blacks were employed in gold mines in the Republic during 1974, 1975 and 1976, respectively.
(b) What were their countries of origin and
(c) How many of the total number employed came from each of these countries.

The MINISTER OF MINES

Although similar particulars in respect of the years 1969 to 1973 were furnished to the honourable member by my predecessor during September 1974, I have to point out that the information is readily obtainable from the Chamber of Mines of South Africa, Johannesburg, direct. The said Chamber also has an office in Cape Town.
Mines' labour requirements much improved

Black underground labour requirements have shown an encouraging increase and there is a tendency for South African-born men to work longer contract periods.

According to Mr Tony Fleischer, general manager of the Chamber of Mines labour organisation, the labour complement now stands at 103 percent of requirements, after the traditional shortage in the last months of the year.

This seasonal decline is more pronounced when there are more local than foreign workers. The former now represent some 48 percent of the total force and in general these men opted for a six-month contract which calls for long and costly training for new workers and retraining of those who have been away from the mines for some time.

However, the tendency is towards the South Africans to stay longer and returning after shorter layoffs, thus maintaining the supply of trained men. On some mines the average stay has improved to between 13 and 18 months.

**STOCKPILE**

Adding to the labour shortage in the latter part of the year, production was affected by working months being shorter. Steps are being taken to smooth out the labour supply by using more foreign workers in valley periods.

Some mines make use of stockpiled ore on surface to feed mills when underground mining rates drop to provide a constant throughput over 12 months. This practice is likely to become more common in due course.
RECRUITING BLUES

February 4 the Salisbury office was instructed to confine further recruitment to those who have worked on the mines, and who held re-engagement certificates — which had to be presented within eight months. As a result, the March intake is likely to be under 150 a week, according to Wenela's Salisbury office. The target figure for 1977 was 40,000. So joblessness will be that much higher.

To Facilitate

Recruitment

Work Scheduling

Farm to really derive the best benefit of the holidays, it is of importance for them to get completely away from the routine of their work. They remain at home, become bored with the forced idleness and derive no benefit whatsoever. They welcome a return to work which is evidence enough that whatever the weather may be, it is better to work than to be idle. 

A factor in our opinion of utmost importance in maintaining a permanent absolutely honest, fair and strict with whomsoever he deals.

To maintain a happy and stable force on a farm requires the farmer to be

2

Financial Mail March 11 1977
Mr H MILLER asked the Minister of Mines:

1. Whether he received representations during 1976 concerning the compensation paid to mine workers who become too ill to work underground, if so, (a) from whom and (b) when;

2. Whether he has taken any steps in regard to the matter; if so, what steps; if not, why not.

The MINISTER OF JUSTICE (for the Minister of Mines):

1(a) and (b) Further representations regarding a proposal that compensation be paid to all miners after a specified period of service were received from the Mine Workers' Union and the Underground Officials' Association in April and June 1976, respectively

2. These representations are still under consideration
Miners to work 11-shift fortnight

Labour Reporter
The mines are going ahead with plans to introduce an 11-shift fortnight for members of the Mine Workers' Union on gold mines and collieries from the "April pay month" which starts within a week on some mines.

But there are still some details which have to be ironed out and the Chamber of Mines would not say whether adverse recommendations by the Fronse Commission on the five-day week could possibly throw a spanner in the works.

Mr P J "Arrie" Paulus, general secretary of the union, says "the 11-shift fortnight must be introduced by the end of this month regardless of the findings of the Fronse Commission."

However, a Press statement on the "compromise agreement" reached in September to avert a strike on the five-day week issue said:

"The parties agreed that should problems be raised by the commission, or any other responsible party, at any time, the parties concerned would meet and attempt to solve them."

"Once the commission has submitted its final report, the union and the chamber will discuss its implications and any necessary modification of the new arrangements."

Asked whether this meant that the 11-shift fortnight was subject to the findings of the commission, a spokesman for the Chamber of Mines said:

"There is nothing to add until the commission has published its report."

The commission's report has been submitted to the Minister of Mines and is expected to be published soon.
Mines labour dilemma

Nearly half of the country's black miners are now South Africans or Transkeians and this trend is having a far-reaching effect on relations with neighbouring countries.

As the mines are fully-staffed they can no longer absorb blacks unemployed in other spheres.

The South African and Transkeian supply of mine labour has more than doubled in two years to make up 48 percent of the current "full employment" figure of about 410,000 men.

Further large-scale recruitment of South Africans could strain relations with some neighbouring countries because of the losses it would cause them, it is feared.

Some observers say a country relying heavily on South African mine employment could suffer economic hardship and even political disturbances if there were large cutbacks in South Africa's labour intake from abroad.

Asked to comment on this situation, Mr Tony Fleischer, Labour Adviser to the Chamber of Mines, said

"We cannot cut back on our foreign labour supply any more if we want to meet our obligations to traditional supplier countries and to our regular experienced workers from those countries."

"However, we are well aware of our obligation to South Africa's unemployed blacks..."

SHORTAGES

We live up to these obligations by filling all vacancies for novices with South Africans and Transkeians. While restricting foreign recruitment to the experienced men who have served the industry loyalty in the past..."

Mr Fleischer pointed out that the present large proportion of "local" black labour - generally working on short contracts of six months tended to cause labour shortages at the end of the year.

Foreign workers signed contracts of at least a year..."
new shifts

Miners' start today

Labor Council to notify members of the rota

Negotiations are continuing

The new rota will be administered on a

The impact of the new rota will be reduced for

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'Repatriate foreign Blacks'

By CLIVE EMIDON
Labour Correspondent

THE Mine Workers' Union says South Africa could solve its Black unemployment problem by repatriating hundreds of thousands of foreign Black workers.

The union calls on the Government not to rush into hasty action and deplete the Unemployment Insurance Fund — which it says was almost exclusively built up by contributions from White workers — before repatriating foreign Africans.

Writing in The Mineworker, the union's official journal, Mr Arnie Paulus, the general secretary, says: "I am convinced that when all the foreign Blacks employed in the Republic are repatriated there will be a job for every unemployed Black worker in South Africa."

He said the current unemployment of Blacks had been caused by "reckless riots caused by unscrupulous fellow-Black", which had caused economic instability.

Thousands of workers came from Swaziland, Botswana, Lesotho, Rhodesia, Mozambique, Zambia and Malawi to earn a living in South Africa, he said.

"Several of these countries cannot be regarded as friends of South Africa but their citizens are allowed to take the bread from the mouths of our own Blacks."

He said it would be unrealistic to use the UIF to assist Blacks when they could be fruitfully employed in jobs now held by foreign workers.
FOR IMMEDIATE RELEASE:

PRESS STATEMENT BY THE HONOURABLE S.P. BOTHA, M.P.,
MINISTER OF MINES

INTERIM REPORT OF THE COMMISSION OF INQUIRY INTO THE
POSSIBLE INTRODUCTION OF A FIVE-DAY WORKING WEEK IN
THE MINING INDUSTRY

The interim report of the abovementioned Commission,
under the chairmanship of Prof. D.G. Franzsen, was laid upon
the Table in the Senate and House of Assembly today.

In the meantime I arranged a meeting of parties
which are concerned with the Commission's findings and
recommendations, to receive copies of the report and to have
a provisional exchange of views thereon.

Such a meeting took place in my office in Cape Town
this morning. Representatives of various Ministries and
State Departments, ESCOM, and the Chairman of the Commission
of Inquiry and representatives of the Mine Workers' Union
and the Chamber of Mines were present at the meeting. The
discussions took place in a constructive spirit and valuable
views were exchanged which can serve as a background when
considering the Commission's recommendations.

ISSUED BY THE DEPARTMENT OF INFORMATION AT THE REQUEST OF
THE DEPARTMENT OF MINES

CAPE TOWN

24th MARCH, 1977
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TABLE NO. 12

MINERS

Five-day week

The interim report of the Franson Commission of Inquiry into the five-day week has been completed. It is, the FM understands, already in the hands of the mining houses Chamber of Mines president Robin Plumbridge was due to meet Minister of Mines Fanie Botha to discuss the report as we went to press. A statement was due to be issued after the meeting.

The FM understands that the report will make specific "urgent" recommendations, including one endorsing the introduction of an 11-shift fortnight (one Saturday off every two weeks) on all mines. However, the Commission is unlikely to recommend that mines which argue they cannot viably introduce the scheme, be exempted from it. On the other hand, the 11-shift fortnight will not be unconditional.

Government — and, apparently, the Commission — believes that the scheme should be scrapped if any loss of production results. The Mine Workers' Union (MWU) has argued repeatedly that no loss of production would result from a changed working week. But the Chamber has contended that production will, in fact, be lost as a consequence.

In a sense the Commission's recommendations have already been preempted. After the threat of strike action last year, the Chamber agreed on a compromise with the MWU whereby an 11-shift fortnight would be introduced by April this year.

There was a rider however. Collieries that could not afford to introduce the scheme could discuss their case with the MWU.

Now the Chamber has announced that all mines will implement the scheme from April (Rand Mines will go over to it on Saturday). This adds little to the original agreement, except that the colliery exemptions appear to have fallen by the way. This seems to be the key implication of the Chamber's announcement.

It seems that the mine artisan unions, who were hoping the Commission would endorse their claims to a five-day week, will be in for a disappointment — at least for the moment, or until the Commission produces its final report.

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continued
SA Blacks turn to mines for jobs

SOUTH African Blacks are flocking to the mines for work. At the end of February a total of 415,000 Blacks were employed on mines, and the industry's Black underground labour strength was two per cent above its complement.

These figures were given at the annual meeting in Johannesburg, yesterday of the Association of Mine Managers, with warnings that the industry still faces problems over the contract system and fluctuations in the Black labour supply.

Mr A. J. H. Pole, the association's president, said that since the first week in January Black labour had been flocking to the industry in "vast numbers". Some mines had had difficulty in coping with the large influx because of the need for acclimatisation and training. But during 1976 the fluctuation in Black labour supply had had serious effects on production on a number of mines.

In June the Black labour force underground was at a peak of 317,458. By December 31, the figure had dropped by 9% to 297,953 or by 18.78 per cent. Some of the mines dropped to as low as 70 per cent of their underground requirements.

The shortage of Black labour at certain periods was attributable largely to the usual seasonal fluctuations said Mr. Pole.

"But this was aggravated by the short-term contracts for the larger number of South African labourers, without the counterbalancing effect of the much longer contract periods for the Malawians, who are no longer a source of labour supply, and labour from Mozambique, where difficulty was experienced in obtaining the necessary travel documents.

During the past two years more Blacks from urban areas, both inside and outside the Republic, were recruited. These Blacks had some education, but lacked industrial aptitude.

"This raises problems as there are Blacks within the industry who have the industrial aptitude, but are not literate and cannot be promoted to more senior jobs. There is a need for more internal education for these employees."

Mr. P. A. von Weilligh, vice-president of the Chamber of Mines, said the number of Malawians on the mines had fallen from a peak of 118,997 in 1973 to a few hundred now, and the number of Mozambiquans from 97,100 in 1975 to less than half that number today.

To replace them, the industry had dramatically increased the numbers from elsewhere. But this had brought with it a change in the general pattern of employment as men from South Africa and Transkei tended to work shorter periods.

"We are encouraging men to take up mining as a career and to return for periods of employment at more regular intervals."

"We are also endeavouring to maintain a well-balanced mix in the composition of the labour force so that the industry will suffer as little disruption as possible from fluctuations in the flow from the various source territories, whether due to political, economic or seasonal factors." — Sapa
Commission backs 5-day mine week

CAPE TOWN — The Franzen Commission has come out in support of the principle of a five-day working week in the mining industry, according to its interim report tabled yesterday.

But at the same time the commission said that having examined the consequences of a "man-week, from Monday to Friday," it would be too costly for the country at this stage.

The commission of inquiry into the possible introduction of a five-day working week in the mining industry, headed by Prof D. Franzen, was appointed by the Minister of Labour, Mr F. Botha, to avert a strike.

In a statement later, Mr Botha said he had called together all the parties concerned yesterday morning and the talks had taken place in a constructive spirit.

The commission found that the principle of a five-day working week was not an issue in the dispute between the Chamber of Mines and the Mine Workers Union.

The real issue was whether or not the mine work week should be from Monday to Friday, with the mines idled for two days — PC.
5-day mine week 'too costly'
GOVERNMENT NOTICE

DEPARTMENT OF MINES

No R 513

1 April 1977

AMENDMENT OF REGULATIONS

MINES AND WORKS ACT, 1956 (ACT 27 OF 1956)

The State President has, under section 12 of the Mines and Works Act, 1956 (Act 27 of 1956), made the following regulations:

The regulations published under Government Notice R 992 of 26 June 1970, are hereby amended—

1 by the insertion of the following definition between paragraphs (6) and (7) in Chapter I of the regulations:

"(6A) 'emergency' means an emergency which may endanger life or health, (24A)".

2 by the substitution for regulation 2.153 of the following regulation:

"2.153 In no case shall a shift boss be placed in control of a section larger than he is able to control efficiently in accordance with the requirements of the regulations. The manager shall not impose such additional duties on a shift boss as will prevent him from carrying out his statutory duties efficiently.".

3 by the substitution for regulation 2.155 of the following regulation:

"2.155 Each shift boss shall inspect all workings in his section as frequently as he may deem necessary in the interest of safety and health. Provided that—

(a) he shall inspect at intervals not exceeding two working days all workings in which current blasting operations take place;

(b) he shall inspect all other workings at least once every week at intervals not exceeding 20 days, and

(c) he shall daily during his shift—

(i) inspect at least one working of each ganger or miner under his charge who is directly concerned with current blasting operations, and

GOEWERMENSKENNISGEWING

DEPARTEMENT VAN MYNWESE

No R 513

1 April 1977

WYSING VAN REGULASIES

WET OP MYNE EN BEDRYWE, 1956
(WET 27 VAN 1956)

Die Staatspresident het kragtens artikel 12 van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956), onderstaande regulasies gemak:

Die regulasies afgekondig by Goewermentskennisgewing R 992 van 26 June 1970, word hierby gewysig—

1 deur die volgende paragraaf tussen paragraawe (24) en (25) in Hoofstuk I van die regulasies in te voeg:

"(24A) 'noodtoestand' 'n noodtoestand wat lewe of gesondheid in gevaar kan stel, (6A)".

2 deur regulasie 2.153 deur die volgende regulasie te vervang:

"2.153 In geen geval mag 'n skofbaas in beheer geplaas word van 'n afdeling wat groter is as wat hy in ooreenstemming met die vereistes van die regulasies deotreffend kan beheer nie. Die bestuurder mag nie 'n skofbaas met sedanige bykomende verpligtinge belas as wat hom sal verhinder om sy statutêre plige deotreffend uit te voer nie."

3 deur regulasie 2.155 deur die volgende regulasie te vervang:

"2.155 Elke skofbaas moet alle delfplekke in sy afdeling so dikwels as wta hy dit nodig ag, inspekteer in belang van veiligheid en gesondheid. Met dien verstande dat—

(a) hy al die delfplekke waarin normaalweg skietwerkzaamhede plaasvind, binne 'n tydperk van twee weke inspekteer,

(b) hy al die ander delfplekke minstens een keer per week met tussenposte van hoogstens 10 dae inspekteer, en

(c) hy daagliks gedurende sy skof—

(i) minstens een delfplek van 'n spanbaas of myner onder sy beheer, wat normaalweg en regstreeks met skietwerkzaamhede gemoed is, inspekteer, en
(n) satisfy himself by consultation with each such ganger or miner, or by personal inspection, that work is proceeding safely and in accordance with the regulations in every working of such ganger or miner. Each such consultation shall take place within the area for which the ganger or miner is responsible.

(n) in every coal mine, unless exempted in writing by the Inspector of Mines with the approval of the Government Mining Engineer, carry out a test for inflammable gas similar to the test required in terms of regulation 89.9 of every part of every ganger’s or miner’s area which is to be worked at work or travel or may be required to work or travel during that shift. The shift boss shall record a report on such each test at the end of his shift in the logbook referred to in regulation 215.6.

4 by the addition to regulation 215.8 of the following words:

“For the purposes of this regulation ‘case of necessity’ means a condition of circumstances of a temporary nature in the interest of safety”.

5 by the substitution for regulation 88.1 of the following regulation

“88.1 except as is provided for in regulations 88.3.1 and 88.3.2, every shift being sunk, development end, reclamation area and stopes which has remained idle for more than six hours, or which has remained idle for such period less than six hours as the Inspector of Mines may direct, and every underground working place in which blasting has taken place, shall be examined and made safe by a ganger or miner who shall be the holder of a permanent blasting certificate, and work shall not be resumed in any part of such working place until such part has been so examined and made safe. Provided that this regulation shall not prohibit—

(a) the holder of a mining engineer’s degree, a national diploma for technicians in mining, or other diploma recognised by the Government Mining Engineer.

(b) a student of the Government Miners’ Training College, or

(c) a student attending a training course in mining approved by the Government Mining Engineer,

who does not hold a permanent blasting certificate but who has obtained a provisional blasting certificate in accordance with regulation 28.40.7 or regulation 28.40.8 read with regulations 28.40.5 or 28.40.6, from carrying out such examination and making safe

No person shall enter or remain or cause or permit any other person to enter or remain in any part of such working place until such part has been examined and made safe, except such persons as are necessary, to direct, carry out or assist in carrying out such examination and making safe.”.

6 by the substitution for regulation 89.10 of the following regulation

“89.10 unless exempted in writing by the Inspector of Mines with the approval of the Government Mining Engineer, where there is no shift boss a test for inflammable gas similar to the test required in terms of regulation 89.9 shall be made in the course of each shift by the manager or by a competent person other than the ganger or miner, appointed by the manager, and himself, deur middel van ooreenkomst met elke sodanige spanbaas of myner, of deur persoonlike inspan- se, daarvan oortuig dat die werk veilig en in ooreen- stemming met die regulasies in elke delfplek van sodo- nige spanbaas of myner uitgevoer word. Die ooreenkom- sting moet plaasvind binne die gebied waaroor sodanige spanbaas of myner beheer uitgeoefen word.

(m) in elke steenkoolmyn, indien nie skryflik deur die Inspecteur van Myne met die goedkeuring van die Staatsmynergeneer vrygestel nie, ’n toets vir ontvlams- bare gas, soortgelyk aan die toets van verskeie kragtens regula- lasie 89.9, uitvoer van elke gedeelte van ’n spanbaas of myner se afdeling waarin daar personele werk of reis of waar daar van personele veres word om daar te werk of te reis gedurende daardie skat. Die skafboas moet aan die einde van sy skat ’n verslag oor elke sodanige toets skryf m in die logboek in regulasie 215.6 bedoel.”.

4, deur die volgende woorde by regulasie 215.8 te voeg:

“Noodsaaklike geval” beteken die deel van hier- die regulasie ‘n sameloop van onmiddellike of tyde- like aard in belang van veiligheid”.

5 deur regulasie 88.1 deur die volgende regulasie te vervang:

“88.1 behalwe soos bepaal in regulasies 88.3.1 en 88.3.2, moet elke skat wat geskik word, ontsluitganger, werknemers, en afbouw plek waar daar langer as ses uur nie gewerk is nie, of waar daar van sodanige korter tydperk as ses uur is as wat die Inspecteur van Myne gelaat het, nie gewerk is nie, en elke ondergrondse werkplek waar skanswerk plaasgevind het, ondersoek en veilig gemaak word deur ‘n spanbaas of myner wat die houer is van ‘n permanente sketskortifiek, en mag werk in geen deel van sodanige werkplek hervat word nie voor- dat die plek onderzoek en veilig gemaak is. Met dien verstande dat hierdie regulasie nie verbied dat—

(a) die houer van ‘n mynyngeurensgraad, ’n nasionale diploma vir tegnicis in mynbou, of ’n ander diploma wat deur die Staatsmynergeneer erken word,

(b) ’n student van die Staatsopleidingskool vir Mynwerkers, of

(c) ’n student wat ’n opleidingskoursus in mynbou bywoon wat deur die Staatsmynergeneer goedgekeur is,

wat nie ’n permanente sketskortifiek besit nie, maar wat ’n voorlopige sketskortifiek verwerf het in oor- enstemming met regulasie 28.40.7 of regulasie 28.40.8 gelees met regulasie 28.40.5 of 28.40.6, sodanige werk- plek onderzoek en dit veilig maak nie

Niemand mag enige deel van sodanige werkplek binnegaan of daarin bly nie of enige ander persoon dit laat binnegaan of daarin laat bly nie of hom toelaat om dit binne te gaan of daarin te bly nie voordat daardie deel onderzoek en veilig gemaak is, behalwe die persone wat nodig is om sodanige onderzoek te gelaai, uit te voer of behulpaam te wees om dit uit te voer en dit veilig te maak.”.

6 deur regulasie 89.10 deur die volgende regulasie te vervang:

“89.10 indien nie skryflik deur die Inspecteur van Myne met die goedkeuring van die Staatsmynergeneer vrygestel nie, moet daar, waar daar nie ’n skafboas is nie, en elke ondergrondse werkplek nie veilig gemaak nie, soortgelyk aan die toets van verskeie kragtens regulasie 89.9, uitgevoer word deur die bestuurder of deur ’n ander bevoegde persoon as die spanbaas of myner, wat deur die bestuurder aangestel word en wat die houer
11 by the substitution for regulation 2813 of the following regulation

"2813 A candidate may appeal against any decision of any examining authority to the Government Mining Engineer, who may refer the matter back to the commission for further report and the decision of the Government Mining Engineer shall be final. Each such appeal, which shall be in writing, shall be lodged within 31 days after the date of the examining authority’s decision and each such appeal shall be accompanied by R5 in the case of a written examination and R3 in the case of an oral examination. Provided that in the event of the appeal being successful the fee shall be refunded.”.

12 by the substitution for regulation 28201 of the following regulation

"28201 The constitution of a Commission of Examiners for a mine surveyor’s certificate of competency shall be as follows:

A Deputy Government Mining Engineer, who shall be chairman, a Chief Government Mine Surveyor or a Government Mine Surveyor, and at least four certified mine surveyors.”.

13 by the substitution for regulation 28406 of the following regulation

"28406 A student of the Government Miners’ Training College or a student attending a training course in mining approved by the Government Mining Engineer, may be exempted from the age restriction of 20 years, and from such part of the qualifying period of experience for a provisional or a permanent blasting certificate, as the issuing authority may determine.

Any other applicant for a provisional blasting certificate may be exempted from the age restriction of 20 years, provided that he has undergone training acceptable to the issuing authority.”.

14 by the substitution in regulation 28407 for the words “Except as is provided for in regulation 284081 and 284082—” of the following words

“Except as is provided for in regulations 28406, 284081 and 284082—”.

15 by the substitution for paragraph (b) of regulation 284071 of the following paragraph

“(b) subject to regulation 284131, he has had at least the required number of shifts of experience, acceptable to the issuing authority, gained in the workings of a mine or in a works Of this period at least 75 shifts shall have been spent at the working face on rock-breaking or winning minerals or work directly connected therewith, of which shifts, in the case of a mine, at least 25 shall have been in a mine of the class to which the certificate is appropriate.”.

16 by the substitution for paragraph (b) of regulation 284072 of the following paragraph

“(b) subject to regulation 284132, he has had at least the required number of shifts of experience acceptable to the issuing authority, gained in the workings of a mine or in a works Of this period at least 75 shifts shall have been spent at the working face on rock-breaking or winning minerals, or work directly connected therewith, of which shifts, in the case of a mine, at least 25 shall have been in a mine of the class to which the certificate is appropriate.”.

11 deur regulasie 2813 deur die volgende regulasie te vervang

"2813 'n Kandidate kan by die Staatsmyngenieur appel aanneem om enige beslissing van enige eksamenoverheid Die Staatsmyngenieur kan die aangeleenthed weer na die eksamenoverheid vir verdere verdrag teruggestuur, en die beslissing van die Staatsmyngenieur is finaal. Elke sodanige appel, wat op skrift moet wees, moet ingediend word binne 31 dae na die datum van die beslissing van die eksamenoverheid en elke sodanige appel moet vergepel gaan van R5 in die geval van 'n skriftelike eksamen en R3 in die geval van 'n mondeling eksamen. Met dien verstande dat die geld terugbetaal moet word wanneer die appel uitkom is.

12 deur regulasie 28201 deur die volgende regulasie te vervang

"28201 Die samenstelling van 'n Eksamenkommissie vir 'n sertifikaat van bevoegdheid as myngenieur is as volg:

'n Adjunct-staatsmyngenieur, die voorzitter, 'n Hoof-staatsmyngenieur of 'n Staatsmyngenieur, en minstens vier gediplomeerde myngenieure.”

13 deur regulasie 28406 deur die volgende regulasie te vervang

"28406 'n Student van die Staatsopleidingscollege vir Mywerkers of 'n student wat 'n opleidingskursus in mynbou bywoon wat deur die Staatsmyngenieur goedgekeur is, kan vrygestel word van die ouderdomsbeperking van 20 jaar en van sodanige gedeelte van die kwalifiserende tydperk van opleiding vir 'n voorlopige of 'n permanente sienertifikaat as wat die uitreikingsoverheid bepaal.

Enige ander applikant vir 'n voorlopige sienertifikaat kan vrygestel word van die ouderdomsbeperking van 20 jaar, mits hy opleiding ondergaan het wat vir die uitreikingsoverheid aannemelik is.”

14 deur in regulasie 28407 die woorden “Behoudens regulasies 284081 en 284082—” deur die volgende woorden te vervang

“Behoudens regulasies 28406, 284081 en 284082—”.

15 deur paragraaf (b) van regulasie 284071 deur die volgende paragraaf te vervang

“(b) behoudens regulasie 284131, hy moet die nodige skriftelijke ondervinding, wat vir die uitreikingsoverheid aannemelik is, in die delfplekke van 'n mijn of in 'n bedryf opgedeel het. Van hierdie tydperk moet minstens 75 skote deurgebring wees by die werkfront in verband met rotbreek of die winning van delfstowwe of werk wat regstreeks daarmee in verband staan, en van die getal skote, in die geval van 'n mijn, moet minstens 25 skofte werkewe wees in 'n mijn van die klas waarop die sienertifikaat van toepassing is.”

16 deur paragraaf (b) van regulasie 284072 deur die volgende paragraaf te vervang

“(b) behoudens regulasie 284132, hy moet die nodige skriftelijke ondervinding, wat vir die uitreikingsoverheid aannemelik is, in die delfplekke van 'n mijn of in 'n bedryf opgedeel het. Van hierdie tydperk moet minstens 75 skote gewerk wees by die werkfront in verband met rotbreek of die winning van delfstowwe of werk wat regstreeks daarmee in verband staan, en van die getal skote, in die geval van 'n mijn, moet minstens 25 skofte werkewe wees in 'n mijn van die klas waarop die sienertifikaat van toepassing is.”
17 by the substitution for paragraph (b) of regulation 28.40.8.2 of the following paragraph

"(b) subject to regulation 28.41.3.2 he has had at least the required number of shifts of experience acceptable to the Inspector of Mines".

18 by the insertion after regulation 28.41.2 of the following regulations:

"28.41.3 The number of qualifying shifts for a provisional blasting certificate and a permanent blasting certificate shall be not less than indicated in regulations 28.41.3.1 and 28.41.3.2"

28.41.3.1 Provisional blasting certificate

(a) University students in mining 110 shifts Blasting certificate valid for the mine

(b)(i) Government miners' training college students

(ii) Learner officials

(iii) Learner miners attending a training course in mining approved by the Government Mining Engineer

110 shifts Blasting certificate valid in training section only

(c) Government miners' training college students

(d) Learner officials

(e) Learner miners attending a training course in mining approved by the Government Mining Engineer

154 shifts Blasting certificate valid for the mine, but holder to be under the supervision of a certified ganger or miner

(d) Other learners 200 shifts Blasting certificate valid for the mine, but holder to be under the supervision of a certified ganger or miner

28.41.3.2 Permanent blasting certificate

(a) University students in mining 200 shifts

(b)(i) Government miners' training college students

(ii) Learner officials

(iii) Learner miners attending a training course in mining approved by the Government Mining Engineer

312 shifts

(c) Other learners 400 shifts

17 deur paragraaf (b) van regulasie 28.40.8.2 deur die volgende paragraaf te vervang:

"(b) behoudens regulasie 28.41.3.2, hy minstens die nodige getal skotse ondervaring opgedoon het wat vir die Inspekteur van Myne aanneemlik is."

18 deur die volgende regulasies na regulasie 28.41.2 in te voeg:

"28.41.3 Die getal kwalifiserende skotse vir 'n voorlopige skietertifikat en 'n permanente skietertifikat moet minstens soveel wees soos in regulasies 28.41.3.1 en 28.41.3.2 aangedui:

28.41.3.1 Voorlopige skietertifikat:

(a) Universiteitstudente in mynboor: 110 skotse Skietertifikat geldig vir die myn

(b)(i) Studente van die Staatsopleidingscollege vir Mynwerkers

(ii) Leerlingamptenaere

(iii) Leerlingmyners wat op

opleidingskursus in mynboor inlewens wat deur die Staatsopleidingscollege vir Mynwerkers opleiding ondergaan het

110 skotse Skietertifikat net in die opleidingssektor geldig

(c) Studente van die Staatsopleidingscollege vir Mynwerkers

(i) Leerlingamptenaere

(ii) Leerlingmyners wat 'n

opleidingskursus in mynboor inlewens wat deur die Staatsopleidingscollege vir Mynwerkers opleiding ondergaan het

154 skotse Skietertifikat geldig vir die myn, maar die houer moet onder toegesig van 'n gediplomeerde spanbaas of mynerswerk.

(d) Ander leerlinge 200 skotse Skietertifikat geldig vir die myn, maar die houer moet onder toegesig van 'n gediplomeerde spanbaas of mynerswerk.

28.41.3.2 Permanente skietertifikat:

(a) Universiteitstudente in mynboor: 200 skotse

(b)(i) Studente van die Staatsopleidingscollege vir Mynwerkers

(ii) Leerlingamptenaere

(iii) Leerlingmyners wat 'n

opleidingskursus in mynboor inlewens wat deur die Staatsopleidingscollege vir Mynwerkers opleiding ondergaan het

312 skotse

(c) Ander leerlinge 400 skotse

AGROPLANTAE

This publication is a continuation of the South African Journal of Agricultural Science Vol 1 to 11, 1958-1968 and deals with Agronomy, Ecology, Agronomy, Genetics Agricultural Botany, Landscape Management, Herbicides, Plant Physiology, Plant Production and Technology Pomology, Horticulture, Pasture Science and Viticulture. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director Agricultural Information, Privatex Bag X144, Pretoria to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at 50 cents per copy or R2 per annum, post free (foreign 60 cents per copy or R2,40 per annum).

AGROPLANTAE

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Akkerbou, Ekologie, Genetika, Landbouplanplakende, Landbouwetenskap, Onkruidbeheer, Onkruidmelde, Plantafwesende, Plantproduksie en Technologie, Pomologie, Tuinbou, Wending en Wynbou. Vier dele van die tydskrif word per jaar gepubliseer.

Verduurstelde landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte van die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-Ministerie, Privaatsak X144, Pretoria, aansienlik aan alle navrae in verband met die tydskrif gereg maak word.

Die tydskrif is verkrygbaar van bogenoemde adrese teen 50 sent per eksemplaar of R2 per jaar, posvry (buitenlandse 60 sent per eksemplaar of R2,40 per jaar).
small and large livestock are produced; 27 of the nation's sugar cane; and 28, which is the nation's subtropical

MINE LABOUR

Two crucial days

The commission rejected the MWU's submission that a longer daily shift would make up the production loss. It says the idea is a "retrograde step" which would increase strains on black miners without necessarily increasing production.

The interim report is concerned about the plight of marginal mines, who argue that even an 11-shift scheme would cause them to close down. It leaves their possible exemption from the change up to the individual mines and the MWU.

So, even if the commission has recognised the need for the five-day week, its implementation will obviously be a long time in coming.

African pupils are enrolled in primary schools in Germiston, Kempton Park; 48, Odendaalsrus, Virginia, Senekal and Vrededorp; region 55, the South African Public Service's state of rural education for coloured children on white-owned farms.

The position in regard to the number of years living in rural 'white' (that is to say, coloured) schools in 1975, by province, is as follows:

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<th>Area</th>
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Primary School pupils as a percentage of population aged 5-14 years

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continued/
in such fortunate circumstances reluctant to delay the child's education. Many other African pupils face difficulties including boarding fees at secondary urban areas, not to mention the cost of transport, etc. Nevertheless, their primary education and future prospects are negligible.

It is true that in recent times the education of the rural labour force has become of particular significance. The chairman of the Affairs Committee, Mr. Prinsloo, states that the education of rural labour force is crucial. Of particular significance is the five-day week on the black miners. If they did not work, they would lose their chance to earn as much money as possible in a short time, as possible, and that the days off would delay their return home.

The lack of recreational facilities has raised mining industry’s fears about possible riots over week ends should the five-day week be introduced. This, says the chairman of the Affairs Committee, Mr. Prinsloo, is a valid concern. The commission, has led the chamber to consider “that this reason alone is sufficient to rule out a Monday to Friday working week.”

Indeed, so worried are the mines that they have gone as far as to suggest improvements in library, educational and sporting facilities in the compounds. They have suggested technical agricultural and various other classes to keep black miners busy over week ends. The mines have also mooted week end entertainment for blacks.

There is also talk of improving shopping facilities on the mines. Neighbouring municipalities fear an influx of Africans into their towns on Saturday mornings if miners have the day off.

Pity the mines didn’t think of all these ideas years ago. They amount to an admission that all is not right with compound facilities, and has not been so for a long time.

17/ Daily Dispatch, 5 June 1975.
Mine unions declare dispute

THE Council of Mining Unions, which represents more than 20,000 White artisans in the gold mining industry, yesterday declared a dispute with the Gold Producers' Committee of the Chamber of Mines.

The council is to meet again next Wednesday to consider what further action to take.

The chairman of the council, Mr Ken du Preez, said yesterday the dispute had been declared because its request for pay increases had been turned down by the committee, which represents the employers.

"The council cannot possibly accept this position," he said. "Last year our members absorbed 50 per cent of the increase in the cost of living, and now this year they expect our members to absorb 100 per cent of the increased cost of living."

So far the council had only met representatives of the Gold Producers' Committee.

These representatives told the council that the industry was "not in a position to grant us any improvements money-wise, this year."

The parties had met again yesterday, "They told us that they had taken it back to the Gold Producers' Committee, but the committee still claimed it would not be in the interests of the industry or the country to grant any financial improvements, due to the general economic climate," Mr Du Preez said. — Sapa
Dispute over miners' wages

JOHANNESBURG — The council of Mining Unions, which represents more than 20,000 white artisans in the gold-mining industry, yesterday declared a dispute with the gold producers' committee of the Chamber of Mines.

"The council is to meet again on Wednesday to consider what further action to take," the chairman of the council, Mr. K. du Preez, said yesterday the dispute had been declared because its request for pay increases had been turned down completely by the committee, which represents the employers.

"The council cannot possibly accept this position," he said. "Last year our members absorbed 30 per cent of the increase in the cost of living, and this year they expect our members to absorb 100 per cent of the increased cost of living."

Mr. Du Preez said the council had submitted demands — which he did not specify — for the annual review of conditions, which usually came into effect in the May pay month.

The council had been asked to go back to the committee and ask it to reconsider its attitude.

The two sides met again yesterday. "They told us that they had taken it back to the gold producers committee, but the committee still claimed it would not be in the interests of the industry or the country to grant any financial improvements due to the general economic climate."

The council is to seek an urgent meeting with the coal mining industry to discuss the position of its members, employees, and will later meet other sectors of the mining industry. — SAPA.
Gold miners declare pay dispute

JOHANNESBURG. — The Council of Mining Unions, which represents more than 20,000 white artisans in the gold-mining industry, yesterday declared a dispute with the gold producers' committee of the Chamber of Mines.

The council is to meet next Wednesday to consider what action to take.

The chairman of the council, Mr. Ken du Preez, said yesterday that the dispute had been declared because the council's request for pay increases had been turned down by the committee, which represents the employers.

"The council cannot possibly accept this position," said Mr. du Preez. "Last year our members absorbed 30 percent of the increase in the cost of living, and now this year they expect our members to absorb 100 percent of the increased cost of living."

Outlining the background, Mr. Du Preez said the council had submitted demands — which it did not specify — to the mining industry for an annual review of conditions, which usually came into effect in the May pay month.

So far the council had met representatives of the Gold Producers' committee only, and they had told the council that the industry was "not in a position to grant us any improvements, money-wise, this year."

They had been requested to go back to the committee and to ask it to reconsider its attitude.

The council is to seek a meeting with the coal-mining industry to discuss the position of its employees, and will later meet other sectors of the mining industry.
Gold miners opt for conciliation board

THE Council of Mining Unions, which represents 22,000 White artisans in the gold mining industry, unanimously decided at a meeting in Johannesburg yesterday to apply for the appointment of a conciliation board to hear their case.

This follows the dispute which the council declared against the Chamber of Mines after the Chamber last week rejected demands for better wages and working conditions for miners.

The council expected the Minister of Mines Mr Fanie Botha to appoint the board under the Industrial Conciliation Act within a week, Mr Ken du Preez, chairman of the council, said yesterday.

The council also decided to ask Mr Botha not to proceed with proposed amendments to the Industrial Conciliation Act until the council had discussed their objections with him.

The proposed changes would enable the Minister to declare an industry an "essential industry" and subject it to compulsory arbitration.

"This would prevent the council from using the strike weapon," Mr du Preez said.

"The council represents eight unions in the gold mining industry."

The council's case, said Mr du Preez, was based on the fact that its members absorbed 30 per cent of last year's cost of living increases.

"Now this year they expect our members to absorb 100 per cent of the increased cost of living."

The council cannot possibly accept this," he said.

---SAPA, 24/4/77
Miners say no to Sunday shifts

Labour Reporter
The Mine Workers' Union has rejected the Fransie Commission's proposal that a five-day working week should include Sunday work.

"Mines had never been on production on Sundays," and the commission would have to reconsider this recommendation, Mr. Arnie Paulus, leader of the union, said today.

MIGRANTS
Writing in the latest edition of his union's newspaper, he also:

- Claimed the commission misinterpreted the effect of a five-day week on black migrant workers. It would not extend their contract period, on the mines, since they would make up the extra time they took off on Saturdays.
- Called on miners to keep production.

If you can do that, it is just a matter of time before the entire industry is tuned in on a Monday to Friday, five-day working week, he wrote.

OVERTIME
Mr. Paulus called on miners not to work overtime under the 11-shift fortnight scheme, but to take their Saturday's off.

If they did not, it might be argued that they did not really want a five-day week and that massive overtime would be needed to maintain production. At the same time, he called on miners to keep production.

RAY OF HOPE
The commission's recommendation of an eventual 40-hour week on the mines was the union's "only ray of hope in the report" of the commission, Mr. Paulus said.

The union would definitely raise this matter with the Chamber of Mines which had been reluctant so far to discuss this ideal.
Labour takes gilt off gold mine quarterlies

Mae Thain

A combination of labour problems — too little and then too much — and the benefits of the recent high price of gold not accruing in the accounting period has resulted in the March quarterly reports showing less cheerful results than generally anticipated.

However, if all goes as hoped for, net profits for the current three months could be appreciably better and thus enhance the prospects for improved June dividend declarations.

In the first month of the quarter, the industry suffered from an acute shortage of underground black labour to which the preference of domestically recruited labour for better monthly contracts, and going home on their termination contributed substantially.

This was followed by an upsurge in recruitment due mainly to rising unemployment in other sectors of the economy. By mid-February most mines had full complements of workers and since then the total for the industry has been in excess of 100 percent.

The problem encountered was that most of the additional workers were new to the mining industry and had to be trained. As Gold Fields says this has been completed and by the end of the quarter production started rising once more. Nevertheless, in general, tonnages were down on those for the December period, even though they had been affected to some extent by the labour shortage.

From now on a substantial increase in outputs should be possible, but an imponderable is the consequences of the 11-day working fortnight for white miners.

In an attempt to offset anticipated production losses, the Gold Fields mines say men are being encouraged to work a 12th shift on a voluntary basis. This will result in additional costs but these are likely to be justified by the output from the extra time worked.

The average price received an ounce produced, based on the reports issued so far, works out at approximately 132 dollars against the 122 dollars for the December quarter. Although the bullion price has been running above 150 dollars since the middle of last month, it must be borne in mind that not only do the miners' books close off around the 25th of the month, it probably takes about a fortnight before receipts from market sales by the Reserve Bank to be credited to individual mines.

Profits of uranium producers reported today by GFS and Rand Mines reflect useful improvements.
The present deadlock over wages between the Chamber of Mines and the mining unions hasn't been caused by the Chamber's inability to pay. It just doesn't feel it ought to.

In a letter circulated to member mining houses, the Chamber says it is hoping to concede an increase of between 3% and 5%. This, it says, would be preferable to its original idea of offering 7%—70% of the CPI rise over the past year. Mining sources say the unions are asking for 17%—38% if various bonuses are included. The unions say they are clamoring for a 12% wage increase.

The letter also says the Chamber believes that mine wage increases will be used as a "benchmark" for wage negotiations in other industries and thus feels an obligation to keep increases down.

It seems unlikely that this is the main issue, however. The miners have not been as hard-hit by recession as other industries and are not strictly comparable. More likely is an attempt by the Chamber to end the precedent whereby increases in mine wages are granted virtually automatically in mid-year. The Chamber apparently feels that its wage increases over previous years have been too generous and have pushed mine wages above those of other industries. It is now trying to call a halt.

The Council of Mining Unions is waiting until after a meeting with the Chamber's collieries committee at the end of the week before applying for the appointment of a Conciliation Board. The collieries are likely to take the same "no increase" stance as the Gold Producers' Committee.

Meanwhile, the unions are angry about a letter from the Chamber to them rejecting the increases they want. The letter says that there is "no justification" for the increase. The Chamber also says that miners have received increases above the CoL over the past few years. "Yes", retorts SA Electrical Workers' Ben Nicholson. "But these were all accompanied by concessions on our part" (on black advancement).

The letter also argues that the 11-shift fortnight has pushed costs up. The unions are particularly angry at a passage which says that the Chamber has government approval for its stance. It cites the SAR's refusal to grant increases as well as statements by ministers opposing wage increases. The unions interpret this as an attempt by government to side with employers against them and claim that government's new Industrial Conciliation Bill is part of this attempt.
Chamber explains pay stand

Labour Report

The Chamber of Mines has explained its stand on pay increases which prompted the 20,000-strong Council of Mining Unions to declare disputes in the gold and coal mining industry.

The council has prepared a memorandum to be presented to the divisional inspector of labour in Johannesburg today, setting out its case, and calling on the Minister of Labour for the appointment of a conciliation board.

If the board fails to settle the disputes, the unions may call for a strike ballot or seek arbitration.

The chamber said today it "sees no justification for any increase in wages or improvements in other conditions of employment for union men at present."

While the cost of living (the Consumer Price Index) had risen 35 per cent over the past five years, basic wage rates had almost doubled, the chamber said.

The cost of wage increases "would further aggravate the already serious position of marginal mines and could in certain instances lead to their closure, thereby jeopardising the employment opportunities of their employees in addition to reducing the physical volume of gold available for export," it said.

In addition it cited "uncertainty about the future gold price" and many "imponderables" relating to the introduction of an 8-hour fortnight.
Labour supplies to SA mines are sufficiently flush at the moment for Wenela’s Rhodesian recruiting operation to have ordered a cutback to "restrictive" quota levels. A spokesman said in Salisbury this week that since the mines had labour levels of 100%, Wenela was currently recruiting only men with previous mining experience and the necessary re-engagement certificates. It was no longer taking on "novices".

Total recruitment in Rhodesia stood at 8,572 in the first quarter of this year but since the introduction of the restrictive quota in March, there has been a sharp drop. Only 720 men were re-engaged last month. The quota for the whole year has been set at 35,000, but this will not be reached unless Wenela is given the green light from Johannesburg for unrestricted recruitment.

Since January 1975, when Wenela started recruiting in Rhodesia under the present agreement with the SA Chamber of Mines, the number of contracts arranged has totalled nearly 50,000.

The Rhodesian men are engaged for an initial period of 12 months, with the option to extend to 18 months. They must then return to Rhodesia, but if they have re-engagement papers they can go back to the mines. Wenela estimates that about 25% extend their contracts from 12 to 18 months and about 33% seek a further term.

The market for Rhodesian recruits could shrink even further this year if there is a renewal of recruiting in Malawi. The Chamber of Mines confirms that talks aimed at renewing the flow of Malawian labour to the mines are in progress.
Anglo wants to help migrant workers

BY CLIVE EMOND

Labour Correspondent

THE only way to resolve the migrant labour system where men are separated from their families is to create a permanent labour force on the mines, says the directors of the Anglo American Corporation.

In their annual report, published yesterday, they say they came to this conclusion from the findings of two independent surveys, which contain information given directly by migrant workers.

Even if it were legally possible to create a permanent labour force, they say the cost of building enough married accommodation — house and all — would be prohibitive in an industry where mines have a limited life-span.

One of the surveys clearly referred to, though not named, was that conducted by the Agency for Industrial Mission, an inter-denominational church project at Witsuspruit. The survey, titled Another Blanket, was supervised by Prof. T. Dunbar Moodie, formerly of the University of the Witwatersrand.

The other, conducted by Anglo, has been kept secret.

Anglo was not neglecting the problem, said yesterday's report.

Besides the family houses already built on Anglo mines, certain companies had applied to the Government for permission to provide further housing for Black people, occupying key positions.

The directors say that Anglo American and its mining companies have recently embarked on a study of all aspects of labour relations, and work practices to pin point areas where change is practicable.

They say that the mining industry is more than any other is charmed by the restrictive practices of statutory job reservation and closed shop agreements of the past with the White labour unions.

The effect of these was to prevent Black South Africans from developing and using greater skills.

This not only perpetuated the frustrations of Black people, but would also restrict the growth of the economy and erode, even further, international investor confidence.

The directors say mechanisms is an essential change necessary to overcome the adverse conditions of working at depths. Until this change is made, it would become increasingly difficult to attract and hold the high quality Black and White manpower the industry needed.

They said that wage increases for White employees on the gold mines were limited to 8.7 per cent last year in accordance with the anti-inflationary manifesto.

Black workers benefited by about 19 per cent in a package deal including wage increases and better fringe benefits such as leave privileges and inducements to return to the same mine.

The current minimum cash wage for novices was R2,50 a shift, R65 a month for a 26 shift month, compared with R2,20 a shift (R57,20) in June 1975.

Average earnings of underground Black employees on Anglo mines were around R4 a shift, R104 a month. In addition, food, accommodation, medical care and recreational facilities were provided.
Mineworkers say Franzens unacceptable

By DON ROBERTSON
Mining Editor

THE MAJOR recommendations in the interim report of the Franzens Commission of Inquiry into a five-day working week on mines are unacceptable to the Mineworkers Union.

The union’s general secretary, Mr. P. J. “Arrie” Paulus, rejects in an article in the Mineworker the recommendations and slams it for producing its report in English only “while the majority of people concerned are Afrikaans speaking.”

Mr. Paulus, a member of the Council of Mining Unions which recently called for the appointment of a conciliation board to help settle a wage dispute, sums up the commission’s recommendations in four points:

- A five-day week will work, but only on a rota basis — not necessarily from Monday to Friday.
- The 11-hour fortnight must be tested for a year and not for six months, as originally planned.
- The mines should work a 48-hour week.
- The commission is worried that a five-day week will entail longer working contract periods for labourers.

Mr. Paulus says the plan to work a five-day week irrespective of which days are taken off, is not acceptable.

“From the very beginning of the mining industry in this country, mines have never been in production on Sundays. Sunday production will also in future not be acceptable to us. The commission will have to reconsider this recommendation in its final report.”

Referring to the planned extension of the 11-hour fortnight from a trial six months to a year, he says this matter can be discussed while supporting the idea of a 40-hour working week.

On the point of the forecast extension of contract periods, Mr. Paulus says “Seeing this, the labourers will also make up during the week the time taken off on Saturdays, it is difficult to see how the commission could have dropped on this point.”

In Mr. Paulus’ opinion, the implementation of the five-day week hinges on production.

“Therefore, we should take care not to try to maintain (or push up) production by working endless hours of overtime during the trial period of the 11-hour fortnight. We can only damage our chances for a five-day week because the chamber’s excuse will be that production could only be maintained by working massive hours of overtime.”

“The obvious answer is to increase production without unnecessary overtime, i.e. work when you work. Take your days off, or it may be said that you all worked on Saturdays and therefore, do not really want a five-day week.”

“We therefore appeal to our members. No overtime, but keep up production.”

“If you can do it, it is just a matter of time before the entire industry is tuned in on a Monday to Friday five-day working week.”
Miners work to their limit, congress told

SOUTH AFRICA'S miners will not accept the conditions underground for much longer, a University of the Witwatersrand professor predicts.

At 3 km below the surface, the depth at which most gold mining operations take place, the temperature of virgin rock is about 60 deg C.

Because of the dust problem, the rock has to be kept wet and a hot, humid atmosphere is the result. The heat is further increased by the use of machinery.

Professor D. Mitchell, of the department of physiology at Wits, said that physiologically it was virtually impossible to work underground in the mines.

TO LIMITS.

"The miners are working to their physiological limits," he said.

"Until the problem had been 'engineered' out, a temporary biological solution such as 'heat conditioning' would have to be found."

Professor Mitchell was addressing South Africa's first international conference on bio-engineering, being held in Randburg this week.

He emphasised there should be "more cooperation in all fields between biologists on the one hand and architects and engineers on the other. For example all baby incubators are equipped with perspex tops, yet perspex allowed heat to escape readily."
PAY DISPUTE

INDUSTRY TELLS WHY NO RISES

Staff Reporter

JOHANNESBURG — The mining industry has refused to grant pay rises requested by Union men on gold mines and collieries. As a result, the Council of Mining Unions, representing 15,000 Union men, has declared a dispute with the employers.

The Chamber of Mines has explained why it sees no justification for any increase in wages or improvements in other conditions of employment for union men at the present time.

The Chamber points out that White employees in the mining industry have over many years and particularly over the past five years enjoyed increases in wages at a rate considerably in excess of the rise in the Consumer Price Index.

In fact, over the past five years while the CPI has risen 65 per cent, base wage rates have almost doubled. At the present time of extreme economic difficulty, however, the situation calls for the maintenance of existing wage levels.

All economic factors point to the present recession continuing at least until the end of the year. Economic logic dictates therefore that every effort should be made to maintain production, to hold costs at the lowest levels possible and to continue to provide jobs for as many employees as possible.

STRONG CONVICTION

This view is held, not only by the mining industry and employers in commerce and industry, but also by the Government which has demonstrated its strong conviction that wage increases should not be granted at the present time by public statements to the effect that no increases will be granted to employees in the South African Railways, the Post Office and other public sectors.

Working costs in the mining industry have increased substantially over the past year. The increase in working costs which would result from any wage increase granted now would further aggravate the already serious position of marginal mines and could in certain instances lead to their closure.

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PAY DISPUTE

(From page 1)

jeopardizing the employment opportunities of these employees in addition to reducing the physical value of gold available for export which is so essential for the earning of foreign exchange.

The industry cannot contemplate any action which will add to the list of mines which since mid-1975 have closed or have been forced to take action towards closure.

"In addition to uncertainty about the future gold price the mining industry will have to contend with many imponderable factors relating to the introduction of an 11-shift fortnight. There are serious doubts as to whether mines will be able to maintain planned production levels. At this stage the indications are that the 11-shift fortnight arrangement will have the effect of further increasing working costs and consequently rendering the industry less able to bear the burden of increases in wages."
R34 m benefits paid in 1976

Staff Reporter

JOHANNESBURG
Benefits paid out by the mining industry's three pension and provident funds in 1976 amounted to almost R34-million, says Chamber of Mines President R.A. Plumbridge.

Today the assets of the three funds amount to R707-million and they are growing at the rate of more than R80-million a year, he told the annual conference of the Association of Pension and Provident Funds of South Africa.

SHELVED

More than 40 years ago the Chamber offered to establish a contributory pension scheme for employees on gold mines, members of the Chamber.

The employers appeared then to be ahead of some of the workers in their social thinking, for there was "a lack of unanimity" among the men on the question of a contributory scheme and regretfully the plan had to be shelved.

SUPPLEMENTARY

Instead in 1934 the employers started a non-contributory provident fund, the Witwatersrand Gold Mines Employees' Provident Fund.

Although only the employers contribute to the fund the employees are fully represented, with the employers, on the board of management.

In 1946 the Chamber agreed to establish a contributory pension fund for mine officials to supplement the benefits from the Provident Fund and in 1949, a contributory pension fund was started for union men.

Membership of one or other of the funds is a condition of employment in the mining industry.

INADEQUATE

"Due to the unfortunate delay in obtaining employee agreement to the introduction of pension funds," Mr. Plumbridge said, "many men have in the past retired from the mining industry with short pensable service and consequently their pension benefits have not been adequate.

Fortunately the strength of the funds is such that this feature is already being corrected for new pensioners," he said.
Mines plan to beat labour ebb and flow

By DON ROBERTSON
JOHANNESBURG. - The widely fluctuating, black labour supply, which affected gold mines over the past six months, is not likely to recur, says Mr Tony Flescher, labour adviser to the Chamber of Mines.

Mr Flescher said in an interview that the situation where the labour complement fell drastically short before Christmas and rose rapidly in January and February was of great concern to the industry. However, the chamber, with the various producers, had introduced incentive and planned other to alleviate this problem and provide more stable labour force.

In the fourth quarter of 1976, the number of miners returning home was much larger than expected. The result was that many mines found it difficult to maintain target tonnages. Several experienced shortfalls in mill throughput, and costs rose.

Reason

The reason for the labour drop - in some cases it fell to 75 percent of requirements - were two fold but complementary.

The proportion of South African workers had been falling, and being closer to home, most opted for a six-month contract period instead of the usual nine months to a year for workers brought in from outside the country. At the same time, the higher wages - averaging R101 a month all found - allowed workers to accumulate their target earnings in a shorter time. These higher wages allowed them to extend the period between contracts.

In contrast, the traditional influx of labour in January and February was much higher, reaching 94,000 over the two months compared with the usual 50,000 to 60,000.

Ironically, higher wages and shorter contracts attracted new recruits.

But, as most were novices, they were largely unproductive during training, which could last six weeks. Mines were forced to turn mill throughputs and in some cases feed the plant from lowest grade surface dumps with a resultant rise in costs.

New recruits

He said the labour complement was now almost 102 percent of requirements, with more than 410,000 men employed.

The industry feared that the six-month contract period of these new recruits would again be short of labour.

However, Mr Flescher believed that the "peak and valley" situation of labour supply was over. His hope is based on the incentive schemes being implemented.

Most important of these is the offer to workers who sign on for 45 weeks that they will be given back their same job at the same mine and the same rate of pay when they return.

The industry is overstuffed, and this incentive is expected to be welcomed by workers.

As a second stage, the chamber intends to introduce an internal "airbus" transport system whereby miners ending their contract can be flown home for six weeks to two months. Bonuses will be offered to those returning in the stipulated period.

From Malawi

As a last resort, the chamber is prepared to import experienced labour from outside the country.

Referring to employment from outside countries, Mr Flescher stressed the need to retain good relations and said the miners were "talking to and hoping to engage experienced men from Malawi." On the delicate situation of labour from Mozambique, Mr Flescher said that the current labour force was 39,000 compared with 78,000 in May last year.

Payments to Mozambique in terms of the deferred pay agreement amounted to R40 million last year, but would be lower this year.

While conceding that the labour mix as now constituted, with 50 percent drawn from South Africa, was much more stable than at any time in the past, he said it was urgent of increase the extent of married quarters for key personnel.

The law restricted to 3 percent the number of workers housed in married quarters. Mr Flescher would like to see this figure raised to 10 percent at least.
Mine dispute heads for deadlock

By DON ROBERTSON
Mining Editor

THE DISPUTE between the Mine Workers' Union and the Chamber of Mines over wages and the implementation of a five-day working week is heading for deadlock.

But on both sides, efforts to maintain the status quo and good sense seem to have backfired.

In an almost militant article in The Mineworker, mouthpiece of the MWU, Mr P J "Arrie" Paulus, general secretary of the union, calls on members to reject pleas to work overtime, but to maintain production under the current 11-shift fortnight agreement.

Mr Paulus warns the Minister of Mines and Labour, Mr S P Botha, not to go ahead with the "no-strike" draft Bill amending the Industrial Conciliation Act.

He recently rejected the major recommendations of the Franssen Commission's interim report into the five-day week.

The Council of Mining Unions, of which the MWU is a member, has called for arbitration on wages.

In his appeal to miners to maintain production in normal working hours, Mr Paulus says there are still managers who expect miners to work more than 92 hours a week.

"Some managers are even trying to change blasting times so that overtime is unavoidable," he says.

"We must point out that our agreement with the chamber specifies that overtime can only be worked on a voluntary basis."

"Should members have any trouble in this connection they must contact their organiser immediately, and matters will be put right.

"When your manager asks you to please work overtime, remember that today's 'please' is tomorrow's 'must.'"

A spokesman for the chamber says there have been indications that production has fallen as a direct result of the 11-shift fortnight.

A spokesman says this is worrying the industry, though it is making every endeavour to examine the position, but it could take some time to quantify the apparent drop in production.

This situation would seem to push Mr Paulus' plea - "Take your day off and show the country that our members are capable of maintaining production in an 11-shift fortnight, at the same time looking after their health."

The chamber says "The response in some cases, to mine managers' appeal to employees to volunteer for overtime work on Saturdays has been disappointing."
UK call on mine report

The Star Bureau

LONDON — A British trade union leader has called for international trade union action following the publication of an Anglo-American Corporation report on conditions for black mine workers in South Africa.

The report is published today in The Times. It is described as a "chronicle of degradation, humiliation, corruption and near-institutionalised homosexuality." Mr. Allan Sapper, general secretary of the Association of Cinematograph, Television and Allied Technicians said there should be international trade union action "in defence of our black brothers.

A report along the same lines was in The Star six months ago.

However, journalist Desmond Muirhead, who recently visited South Africa, had talks with mining men in the Free State described as "previously unpublished" in his article for The Times.

An "Anglo" spokesman believed the article was based on a "skeleton." Another "Blanket" published late last year by a church group alleged South Africa's "theology — students were recruited as migrant mining workers with the corporation's consent."
New deal for miners checks humiliations

White miners a ‘tension source’

Anglo American today disclosed measures taken to remove the grievances of black mineworkers.

The measures include the elimination of group nakedness, buses allowing migrant to spend weekends at home and the elimination of group ethnic housing.

The corporation acted against what the Moodie report said would appear to be a very serious conflict between white and black mineworkers.

Although there were tensions underground the position was much better than when “assaults were quite frequent”, said Mr D A Etheredge, chairman of Anglo American’s gold division.

Not an issue

In a statement today, he said the report did not make an issue of assaults.

Before the report, which the corporation itself commissioned, five-day industrial relations courses had been started first for senior officials and now for mine overseers.

“We aim to move downwards to deal with those actually at the interface,” Mr Etheredge said.

The Moodie report said “Frequent with difficulties though it may seem to be, a case exists for seeking to persuade the Mineworkers’ Union to participate in a joint project committee commissioned to produce a practical set of recommendations to improve underground race relations.”

Other recommendations in the report (with remedies disclosed by Mr Etheredge in parenthesis) were:

1. New arrivals should be briefed on the purpose of acclimatisation, variety should be introduced into monotonous exercises and a toilet should be built in acclimatisation rooms (Workers except the basic necessity of acclimatisation and little can be done about the monopoly despite intensive investigations. But petty irritations have been eliminated, says Mr Etheredge.)

2. Efforts should be made to minimise time wasted by men who appeared to spend almost two hours unproductively before dispersing to work places (“We are relaxing the situation as quickly as we can by grouping men in hostels in mine overseers’ sections so that they don’t have to be woken earlier than necessary.”)

3. Provision should be made for a workers’ committee to meet on its own and for the black chairmen of the meeting to meet the mine overseers together with the personnel assistant (“Arrangements have been made for the blacks to meet on their own in preparation for joint meetings”)

4. In view of the proposed five day week, efforts should be made to make it possible for migrants to visit their families of be visited by them. (Various people, including Anglo American, have laid on buses allowing Sotho to spend some weekends at home.)

5. Black housing should be phased out and even integrated rooms introduced as soon as possible. (Such housing is being phased out rapidly so that no two rooms are occupied by men of the same tribe or nationality.)

Black team leaders shared this resentment “They see white miners as their enemies because they do no hard labour but get more on pay day.”

A white miner’s insistence on respect because of his white skin and demand that blacks jumped unquestioningly to his every command, necessarily increased tension underground.

Acclimatisation was undoubtedly one of the most negative experiences that miners recalled on gold mines. Miners objected strenuously to the humiliation of stripping naked in front of a large number of comrades of different ages and complained of the deadly monotony of the exercises.

Apart from official recreations, which seemed little used by underground workers, there appeared to be three main foci of compound culture—drugs (mainly alcohol and dagga), town women and homosexuality.

Black personnel assistants on the surface in general were seen as corrupt, abrupt and definitely not part of the worker group.

Positive findings included:

1. On the mine itself, the underground worker had high status. Surface workers admired underground men for their toughness and more intrinsically spirited.

2. Field workers were struck by the team spirit and devotion to work of black miners. “Men seemed very much devoted to their work—there was little talking and much application to tasks in hand, most workers observed were team workers (flying packs, timber), machine operators and winch drivers.”
R20-m for homes

PLANS to provide accommodation, valued at R20-million for families of three percent of Anglo-American's 100,000 black workers, had reached an advanced stage, it was announced in Johannesburg today.

This was said by Mr D A Etheredge, head of Anglo's gold division.

He was speaking at a press conference held in response to a report in the Times last week on the allegations of humiliation and violence to which black miners were subjected at a Free State gold mine.

The allegations were published in a prominent featured report on Wednesday. The newspaper report was based primarily on a 53-page study prepared by Professor T Dunbar Moodie, a former Wits sociologist, and four black field officers.

The Moodie report was issued by the Industrial Relations Department, Manpower Resources Division, Anglo American Corporation and is published

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AFRICAN LABOUR REPRESENTATION

Dudley Horner

Saldu Working Paper No. 3

Cape Town May 1976
R20-m for black housing

From Page 1

for the first time in South Africa, in The Star today.

Mr. Etheredge said 'Anglo's accommodation plans, which include about 2,500 houses, do not rank black employees.

Free State miners had received permission to go ahead with the building of 1,600 houses in Welkom's Thabong Township.

Building plans provided for the construction of a new mine village for black families to be shared by workers from the Eastern Cape, Western, and Deep Levels, near Carletonville.

"Often you have to start this process at the top and work down," he said.

People had spoken to white miners about changing black attitudes. "Attitudinal conditions underground depended on what was happening on the surface."

DICTATORIAL

Mr. Etheredge was told that the Woodrobe report disclosed that black mine workers were considered by workers in the Free State and Gold mining "dictatorial."

"He admitted that mine personnel system was autocratic" and, organized, something like an army. "Some would argue this is necessary. It is important to have a disciplinary system.

Referring to the hostel situation on mines, he said, the corporation was embarked on change. Blacks should be thought of as individuals and not merely numbers," he added.

"White miners are a tension source," Page 17.
Anglo report reveals racial conflict in mines

JOHANNESBURG — Anglo American Corporation — employers of more than 300,000 mineworkers — has acknowledged that a serious conflict exists between white and black mineworkers.

The situation has come to light in a study which documents the experiences and attitudes of black miners which the corporation released yesterday.

It describes all aspects of the life of the migrant miner — his insecurity and fears, working underground, living in hostels, and his needs for sex, drink and family.

The study says "Ordinary black miners, almost without exception, cite the white miner along with accidents as their major objection to underground work."

The white miner's insistence on respect "due to his white skin and his demand that blacks jump unquestioningly to his every command, necessarily increases the tension underground."

The "typical white miner," described in the study by "a fairly wide range of sources," is a man who sits on his box in the haulage, his picnic on guard, relaying in the company of white fellow miners.

Periodically he sends out instructions and asks for reports on work progress. Occasionally he appears at the stope, shouting orders left and right, pushing blacks around and criticising them.

"Pushing around means driving them hard, making the men work as if they did not know their work and should rush around in slavish response to the white man's bidding. They give orders without reason, forgetting that blacks do this work most of the time without them."

The study suggests that from production figures it appears that some white miners are far more productive than others.

"These presumably are men with genuine supervisory skills, who know their black workers as individuals, and are on hand to encourage or assist when problems arise."

The impression was that such men were few and far between and that most of the genuine supervision was done by black team leaders.

General resentment of white miners shares with team leaders that "they see them as their enemies because they do no hard labour but get more on pay day." They are envious of the salary disparity, regarding themselves as the people who do most work.

In a section titled, Total Despot View, field officers reported that "black workers see the power of white management as being adamant and arbitrary. They do not believe that, on the whole, justice is done to them by white management."

Inaccessibility of the whites is seen as the result of mine rules administered by black officials for the management's own protection "to make a barrier around themselves, to cut themselves off from the miners in order to force them into submission."

There are descriptions of corruption and bribery of the black personnel assistants who decide on promotions and of the in duna system, and how many indunas are involved in homosexual bargaining with young men.

At a press conference yesterday, Anglo's Mr D. A. Etheredge, head of the gold division, when asked how long the white Mineworkers' Union members would continue in their roles underground having an absolute hold over jobs, could give no direct answer.

He said "It's a pretty tough union and we are obviously contained by laws."

However, the study has recommended that the union be persuaded to take part in a project to produce "practical recommendations aimed at improving the situation." — DDC
Johannesburg
A study by Anglo American has revealed what appears to be a “very serious conflict between the White and Black mineworkers” underground and a life of degradation, humiliation, corruption and homosexuality suffered by many Black mineworkers.

The study was released at a news conference yesterday when Mr. D. A. Etheridge, chairman of the corporation’s gold and uranium division, said steps were already being taken to overcome the problems.

The report laid bare a confusing transition from rural to urban society for the tribal African who develops a split personality, behaving differently at home and at work where they are confronted by racial, ethnic and work tensions.

First study
The study — the first of Blacks by Blacks carried out by Anglo — was undertaken at a Free State gold mine last year.

It found the process of recruitment left much to be desired. “It is characterised, in Maseru at any rate, by much-resorted mass nakedness, perfunctory medical examinations, poor accommodation and almost inedible food.”

Acclimatisation, to prepare the men for the conditions underground, was implemented in a manner disliked by Blacks. “He objects to the mass nakedness, the monotony of the exercises and the attitude of the supervisors.”

The study found that Black miners bitterly resented White miners. “In fact, the White miners are the major source of tension underground, together with the fear of accidents.”

They (White miners) are held in almost universal low regard by Black miners. Only the exceptional White miner, who is not abusive and does not shirk physical work, is respected.

Black personnel assistants were frequently found to be corrupt and abusive and were considered by Black miners to be acting on behalf of management.

Bribes
Personnel assistants had been found to take bribes to promote Blacks miners over the heads of more meritorious candidates.

The study also found that official recreation facilities seemed little used by underground workers. To release the tensions of working underground they turned rather to drugs (alcohol and dagga), town women and homosexuality.

The latter was more common among the older and more senior men — indunas, tribal representatives and team leaders — who selected their partners from among the younger men whom they paid.

Deliberate separation of language groups into ethnical hostels was found to exacerbate factional conflict. “Our conclusion is that such massive scale ethnic conflict which has occurred on the mines in the past will disappear once the policy of integrating hostels and preferably rooms, is systematically carried out.

Better
Mr. Etheridge said Anglo American was satisfied that although tensions existed between Black and White miners underground the position was now much better than in the past when assaults were quite frequent.

Five-day industrial relations courses were being held for senior officials and mine overseers to help overcome the tensions and the aim was to move downwards to deal with all the underground workers.

In a letter to group mine managers he had pointed out that “we will ignore at our peril the adverse perceptions” revealed in the report.

In an effort to overcome tribal tensions and conflicts Black ethnic housing was being phased out rapidly on Anglo mines so that no adjoining rooms were occupied by men of the same tribe or nationality.

“If they wish to mix tribally within a room they are free to do so.”

Alleviate
Other measures to alleviate or remove the grievances of Black mineworkers include:

- During recruitment men are no longer expected to stand naked and the group’s mines were introducing a cubicle system for medical examinations;
- Improvement of facilities at recruiting stations;
- Improvement of computerised manpower records to help overcome corruption through obtaining promotion by bribe;
- Arranging buses to take men to their homes over weekends;
- Moving away from authoritarian to social control in hostels. — (Bap.)
Miners degraded says study

JOHANNESBURG — A study by the Anglo American Corporation has revealed that many black mineworkers suffered a life of degradation, humiliation, corruption and homosexuality.

Mr. D. Etheredge, chairman of the corporation's gold and uranium division, said steps were already being taken to overcome the problem.

The report laid bare a confusing transition from rural to urban society for tribal blacks who develop a split personality, behaving differently at home and at work, where they are confronted by racial, ethnic and work tensions.

The study found that the process of recruitment left much to be desired. "It is characterised, in Maseru at any rate, by much resented mass nakedness, perfunctory medical examinations, poor accommodation and almost inedible food."

Black personnel assistants were frequently found to be corrupt and abusive and were considered by black miners to be acting on behalf of management.

Personnel assistants had been found to take bribes to promote blacks miners over the heads of more meritorious candidates.

The study also found that official recreation facilities seemed little used by underground workers. To release the tensions of working underground they turned rather to drugs (alcohol and dagga), to women and homosexuality.

The latter was more common among the older and more senior men — Indunas, tribal representatives and team leaders — who selected their partners from among the younger men, whom they paid.

Deliberate separation of language groups into ethnic hostels was found to exacerbate factional conflict.

The report said the problem of corruption among personnel assistants and clerks was a serious one but difficult to combat.

It suggested that a project committee comprising of management and workers be established to identify all dehumanising practices and prepare guidelines for their elimination.

Another recommendation was that a new authority structure be developed for hostels, based on social and not authoritarian control and to make it possible for the miners to visit their families — or be visited by them — more often.

SAPA
Anglo study shows up race conflict

By CLIVE EMDON
Labour Correspondent
ANGLO American Corporation — employers of more than 100 000 mine-workers has acknowledged that "a very serious conflict" exists between White and Black.

The situation has come to light in a study which documents experiences and attitudes of Black miners.

It was released yesterday.

It describes all aspects of life of the migrant miner, his insecurity and fears, working underground, living in hostels, and his need for sex, drink and family.

The study says "ordinary Black miners, almost without exception, cite the White miner along with accidents as their major objection to underground work."

The White miner's insistence on respect "due to his White skin and his demand that Blacks jump unquestioning to his every command, necessarily increases tension."

The "typical White miner" described in the study by "a fairly wide range of sources" is a man who sits on his box in the houldage, his pleatula on guard, relaxing in the company of White fellow miners.

Periodically he sends instructions and asks for reports on work progress, occasionally he appears at the stope, shouting orders left and right, pushing Blacks around and criticizing them.

"Pushing around means driving them hard, making the men work as if they did not know their work and giving slavish response to the White man's bidding. They give orders without reasons, forgetting that Blacks do this work most of the time without them."

The study suggests that from production figures it appears that some White miners are far more productive than others. These presumably are men with genuine supervisory skills, who know their Black workers as individuals and are on hand to encourage or assist when problems arise."The impression was that such men were few and far between and that most of the genuine supervision was done by Black team leaders."

General resentment of White miners shared by team leaders was that "they see them as their enemies because, they do no hard labour but get more money on pay day."

They are envious of the salary disparity, regarding themselves as the people who do most work.

At a press conference yesterday Anglo's Mr D. A. Etheredge, head of the gold division, was asked how long the White Mineworkers' Union members would continue in their roles underground, having an absolute hold over jobs. He could give no direct answer.

He said: "It's a pretty tough union and we are obviously contained by law."

However, the study has recommended that the union be persuaded to take part in a project to produce practical recommendations aimed at improving the situation."

In a section titled "total despotic style" field officers reported "the Black workers see the power of White management as being absolute and arbitrary. They do not believe that, on the whole, justice is done to them by White management."

There are descriptions of corruption and bribery of Black personnel assistants, who decide on promotions of the indunas system, and of how many indunas are involved in homosexual bargaining with young men.
White miners resented by Blacks — study

Weekend Argus Bureau

JOHANNESBURG. — White miners were held in almost universal low regard by Black miners in a South African gold mine and were a major source of tension underground, according to an Anglo American report published yesterday.

A 53-page study was prepared by Professor T. Dunbar Moodie, a former Wits sociologist, and four Black field officers.

Major findings of the study were:

1. Ordinary Black miners, almost without exception, cited White miners as their major objection to underground work. Black team leaders shared this resentment.

2. "They see White miners as their enemies because they do no hard labour but get more on pay day."

3. Miners objected strenuously to the humiliation of stripping naked in front of a large number of comrades of different ages and complained of the deadly monotony of the exercises.

4. There appeared to be three main facets of compound culture — drugs (mainly alcohol and dagga), town women, and homosexuality.

5. Each of these may be seen as a pattern of response to the two most important exigencies of hostil life — pressures of the work situation and separation from home.

6. Black personnel assistants on the surface in general were seen as corrupt, abrupt and detri-

7. On the mine itself, the underground worker had high status.

8. Field workers were struck by the team spirit and devotion to work of Black miners. "Men seemed very much devoted to their work."

9. Plans to provide accommodation, valued at R500 million, for families of three percent of Anglo American Corporation's 100,000 Black workers had reached an advanced stage, it has been announced.

Mr. D. A. Etheredge, head of the corporation's gold division, said that in response to a report in The Times of London about allegations of degradation and humiliation to which Black miners were subjected at a Free State gold mine,
'Serious conflict' between miners

JOHANNESBURG. - The Anglo American Corporation, employers of more than 300,000 miners, has acknowledged that 'a very serious conflict' exists between white and black miners.

The situation has come to light in a study released by the Corporation yesterday which documents the experiences and attitudes of black miners.

It describes all aspects of life of the migrant miner, his insecurity and fears, working underground, living in hostels, and his needs for sex, drink and family.

The study says 'ordinary black miners, almost without exception, cite the white miner along with accidents as their major objection to underground work'.

The white miner's insistence on respect, 'due to his white skin and his demand that blacks jump unquestioningly to his every command necessarily increases the tension underground'.

The 'typical white miner' described in the study by 'a fairly wide range of sources' is a man who sits on his box in the hauleg, his pucan on guard, relaxing in the company of white fellow miners.

General resentment of white miners shared by team leaders was that 'they see them as their enemies' because they do no hard labour but get more on pay day. They are envious of the salary disparity, regarding themselves as the people who do most work.

Mr D A Etheridge, head of the gold division, said the substance of the report, which aimed at giving a true picture, was being taken seriously.
Black side of mining in SA

Startling report reveals corruption, sexual depravity and racial conflict

A BLACK picture of the life of a black miner is revealed in the findings of an Anglo American Corporation investigation released this week in London and Johannesburg.

A miner's new life begins with recruitment at the recruiting office in Masons with thin and tailored clothing, given to him by his wife who is short of money. He is greatly embarrassed having to stand naked among young uncumbersed men against his belief and custom — and then all that is checked is his heart lest.

He has to sleep on a bed without mattress or "right on the trap", in a room infested with lice, bugs and fleas.

He is put on a train for Bloemfontein and then Welkom. Already his language has become earthen and more boisterous. He shouts lewd invitations to women along the railway line.

Together with the others, he chants a song about how he left his children starving in miserable conditions, and about going into a cage like rats underground.

The men who sing and curse on the train are preparing themselves for their role as members of the tough miner's culture, the Moodle report observes. At Welkom they are taken to the WNLA centre where they have to strip naked for the doctor after washing in cold water.

Underground, they fall primarily under the black team leader. "This man (team leader) has the power to injure a man or even kill him by placing him to work in a dangerous spot," a researcher officer observed.

Certain accidents underground, the Moodle report says are claimed to result from deliberate malice by the team leader. But the black miners' greatest source of frustration is still to come — the white miner.

The major source of tension underground, apart from the dangers of the job itself, is the white miner. "It has been shown that on American mines, authority patterns are much less formal underground. Now, if one brings to the underground situation the extremely hierarchical assumptions of South African society, as does the white miner, it is hardly surprising that trouble ensues.

The white miner's insensitivity to respect due to his white skin and his demand that blacks jump unquestioning to his every command, necessarily increases the tension underground."

To climb the ladder of promotion, the black miner at times may have to bribe his black personnel assistant. Careful assistants are paid in kind — a bottle of whisky or the like. But up to R20 in cash can be paid, although R5 to R10 is more typical.

Official recreational facilities appear to be little used by underground workers, more intent on pursuing the compound cultures of drugs, liquor, town women and homosexuality. Back at the hostel, the black miner comes under the power of the induna, who is expected to control the hostel and represent the inmates to management.

"If he were an elected official, this might be possible, but he is not. He is a management appointee and tribal representatives are his appointees in turn," says Moodle.

Housewifely is rife. Research officers found that the induna had the power to fire anyone who was troublesome in the compound. The induna system was found to be thoroughly corrupt and the indunas appeared to run a racket in meat distribution.

"Men claim they join the mine for the money because their children are hungry. For a while they send money home, but then money forget."

A researcher found that one man, after experiencing cosmetically-attractive women, could not think of ever desiring his pregnant wife again.

It had also taken steps to eliminate group nakedness and provide buses to allow some migrants to spend weekends at home.

Reinventing stations were being cleaned up and mine managers had been warned that they ignore the Moodle recommendations "at your peril."
Mine labour pattern 'may stabilise'

Labour Reporter
A more stable pattern of migrant mine labour may result from the present oversupply of black workers, says Mr Tony Fleischer, labour adviser to the Chamber of Mines.

The usual black labour shortage at this time of the year has failed to materialise and tens of thousands of applicants have been turned away in recent months. With an overall black labour complement of 410,000 at present, the mines still have a surplus of 4,000 men underground. This bodes well for the year-end shortage which was 19 percent below the total underground requirement at the end of last year.

The secret of the changing labour pattern is the job shortage, combined with employment guarantees issued to men who have worked a stretch of 45 weeks or more in succession.

Such men get their jobs back — no matter how overstaffed the mines may be — if they return within six months.

"These guarantees now serve the dual function of stabilising the labour supply and providing job security," said Mr Fleischer.

"They are also likely to make migrants more career conscious and can thus reduce the time and money wasted on the training of novices while also increasing productivity."

Mr Fleischer said the guarantees had existed for years but had not become fully effective owing to the past labour shortage.

Now unemployment had provided the incentive to work for at least 45 weeks at a time in order to ensure job security.

South Africans and Transkeians, who now comprised almost half of the black labour force, would be inclined to work at least 45 weeks at a time instead of six months or so.

The same guarantees applied to foreign migrants, Mr Fleischer said.
Govt blamed for poor conditions

The Star Bureau
LONDON—The office of Mr Len Murray, general secretary of the Trade Union Congress is adopting a cautious attitude to publication in The Times yesterday of the Anglo American Corporation's report on conditions for black mine workers in South Africa.

A spokesman for the TUC said yesterday afternoon: "We feel we cannot comment on the situation until we have heard from our South African sources directly. Naturally, we take both aspects into consideration - the Press reports and those from our own contacts - before making a comment." Earlier, Mr Alex Sapper, general secretary of the powerful Association of Cinematograph, Television and Allied Technicians, said the report revealed a situation "totally unacceptable for all civilised people," and called for international trade union action "in defence of our black brothers."

The report - described by The Times as "a chronicle of degradation, humiliation, corruption and near institutionalised homosexuality suffered by black workers in a South African gold mine"—says that many of the abuses highlighted in the report are direct consequences of the Government-enforced migratory labour system.

It quotes Mr S W van der Colff, personnel consultant of the group's J. New York: gold and uranium division, as saying that the practices might have happened "because we have grown up in the environment and were used to it."

The study was carried out over 10 weeks and was completed in November. Considerable emphasis is placed in the British Press report on the fact that it was carried out not by an anti-South African group, but by the South African corporation itself.

Readings:

Bottomore, T.: (Ed): Karl Marx, Readings by Berlin, Croce, and Schumpeter and Bottomore (1973)

Second meeting: Compare the contributions of Malinowski and Mauss in the field of economic anthropology. How did their views of economic life tie in with their general view of societies and culture.

Readings:

Mauss, M.: The Gift

/Week 3. .........
Mines plan to beat labour ebb and flow

By DON ROBERTSON
Mining Editor

THE widely fluctuating Black labour supply, which affected production on gold mines over the past six months, is not likely to recur, says Mr Tony Fleischer, labour advisor to the Chamber of Mines.

Mr Fleischer said in an interview that the situation where the labour complement fell drastically short before Christmas and rose rapidly in January and February was of great concern to the industry.

However, the chamber, with the various producers, had introduced incentives and planned others to alleviate this problem and provide a more stable labour force.

In the fourth quarter of 1976, the number of miners returning home was much larger than expected. The result was that many mines found it difficult to maintain target tonnages. Several experienced shortfalls in mill throughput, and costs rose.

The reason for the labour drop in some cases fell to 30 per cent of requirements were two-fold but complementary.

The proportion of South African workers had been rising, and being closer to home, most opted for a six-month contract period instead of the usual nine months to a year for workers brought in from outside the country.

At the same time, the higher wages averaging R101 a month, all found allowed workers to accumulate their target earnings in a shorter time. These higher wages allowed them to extend the period between contracts.

In contrast, the traditional influx of labour in January and February was much higher, reaching 94,000 over the two months compared with the usual 50,000 to 60,000.

Ironically, higher wages and shorter contracts attracted new recruits.

But, as most were novices, they were largely unproductive during training, which could last six weeks. Mines were forced to trim mill throughput and in some cases feed the plant from lower grade surface dumps with a resultant rise in costs.

He said the labour complement was now almost 20 per cent of requirements, with more than 410,000 men employed.

The industry feared that when the six-month contract period of these new recruits expired in August or September, the mines would again be short of labour.

However, Mr Fleischer believed that the "peak and valley" situation of labour supply was over. He said it was based on the incentive schemes being implemented.

Most important of these is the offer to workers who sign on for 45 weeks that they will be given back their same job at the same mine and the same rate of pay when they return.

The industry is overstaffed, and this incentive is expected to be welcomed by workers.

As a second stage, the chamber intends to introduce an internal "airbus" transport system whereby miners ending their contract can be flown home for six weeks to two months. Bonuses will be offered to those returning in the stipulated period.

As a last resort, the chamber is prepared to import experienced labour from outside the country.

Referring to employment from outside countries, Mr Fleischer stressed the need to retain good relations and said the mines were "talking to and hoping to engage experienced men from Malawi." On the delicate situation of labour from Mozambique, Mr Fleischer said that the current labour force was 20,000 compared with 70,000 in May last year.

Payments to Mozambique in terms of the deferred pay agreement amounted to R80-million last year, but would be lower this year.

While conceding that the labour mix as now constituted, with 50 per cent drawn from South Africa, was much more stable than at any time in the past, he said it was urgent to increase the extent of married quarters for key personnel.

The law restricted to 3 per cent the number of workers housed in married quarters. Mr Fleischer would like to see this figure raised to 10 per cent at least.
I want to proceed. I believe we should make less use of labour from Mozambique and Lesotho for the South African mines. Mozambique has not benefited from this arrangement, but so did we. Of course Mozambique benefited by virtue of the fact that a large portion of the wages paid to the workers had been paid to them in gold. We reaped the benefits, but, of course, the workers did not. The gold at the old price of approximately £34 per ounce. Since Mozambique’s independence, this agreement has been completely in its favour. I want to congratulate the hon. the Minister of Finance today on the fact that he has cancelled this agreement, and that they now receive gold at its market price.

As I said in a previous debate, I believe that a risk factor is involved in allowing the Blacks of Mozambique to work in our mines, as are the Europeans. I am also a support to the idea that Mozambique should be paid in gold. We must remember that it is not safe to invest in a country where there is a possibility of war. In such a situation, the Blacks would have in this country a far more responsible trade union movement.

Senator W. M. CROOK: Yes, that is right.

Senator D. F. DE JAGER, with less opportunity of there being political undertones.

Then he proceeded—

I contend that there are antagonistic Black trade unions, antagonistic, in the sense of being in opposition to the Whites; there might be trouble. So, Sir, I do not wish to create the impression that this party stands for exclusive Black trade unions.

Senator W. M. CROOK: So what?

Senator D. F. DE JAGER: Sir, I just want to point out to the hon. Senator that the Commonwealth Conference will commence this week, and virtuially the only thing on the agenda is South Africa.

Senator W. M. CROOK: Like the flowers that bloom in the spring, trap!

Senator D. F. DE JAGER and Rhodesia and South West. The Secretary of the Conference said that it is impossible to separate politics from sport. I want to tell the hon. Senator immediately that while we propagate mixed trade unions, he will likewise not be able to separate politics from the labour problems, and he will refuse only by creating a political platform for the Blacks to use to sow the seeds of their unification because they will then be in the majority.

The CHAIRMAN: Order.

Senator J. H. D. O’D. F. of Mr. Chairman, on a point of order, is the hon. Senator speaking from the hon. Senator Crook’s stall?

The CHAIRMAN: He is speaking from stall 13.

Senator L. E. D. WINTHORPE: Mr. Chairman, I also want to refer to the fact that I am not happy because the former Colonial Secretary, Sir Berkley Shadforth, who has donated an amount of R270,000 towards a technical school which will be erected in the Lebowa area. (Laughter)

Senator L. E. D. WINTHORPE: Mr. Chairman, I also want to refer to the fact that I am not happy because the former Colonial Secretary, Sir Berkley Shadforth, who has donated an amount of R270,000 towards a technical school which will be erected in the Lebowa area. (Laughter)
yesterday and the hon. Minister replied very well to the hon. Senator who has just resumed his seat. Now he has come here with a very emotional outburst and I actually pity him because he has had to burn himself out in this manner. This afternoon I want to read what he said here yesterday afternoon—

Personally I think it is desirable that the trade union movement in this country in future should be mixed unions.

Moreover he said—

The Blacks would then be trained by the Whites and in such a situation we would have in this country a far more responsible trade union movement.

Senator W M CROOK Mr Chairman, on a point of personal explanation, I did not say that in this debate.

Senator D F DE JAGER Mr Chairman, I regret having to draw the hon. Senator's attention to the fact that I am quoting from his Hansard. This is the speech he made yesterday afternoon.

Senator W M CROOK I know, I have got it here. I did not say it in this debate. [Interjections] He was replying to my speech.

Senator D F DE JAGER Mr Chairman, repeat what he said here yesterday—

The Blacks would then be trained by the Whites.

Senator W M CROOK Not in this debate, in the debate he replied to.

Senator D F DE JAGER He says—

and in such a situation we would have this country.

The CHAIRMAN Order.

Senator F H D E DU TOIT Mr Chairman, on a point of order, is the hon. Senator reading from the hon. Senator Crook's speech?

The CHAIRMAN: He is quoting from it. Senator may proceed.

Senator W M CROOK It is not the speech the hon. the Minister replied to.

Senator D F DE JAGER I quote again for the information of the hon. Senator [Interjections]

The CHAIRMAN Order.

Senator D F DE JAGER I quote—

The Blacks would then be trained by the Whites, and in such a situation we would have in this country a far more responsible trade union movement.

Senator W M CROOK Yes, that is right.

Senator D F DE JAGER

with less opportunity of there being political undertones. Then he proceeds—

I do contend that if there are antagonistic Black trade unions, antagonistic in the sense of being antipathetic to the Whites, there might be trouble. So, Sir, I do not wish to create the impression that this party stands for exclusive Black trade unions.

Senator W M CROOK So what? [Interjections.]

Senator D F DE JAGER Sir, I just want to point out to the hon. Senator that the Commonwealth Conference will commence this week, and virtually the only thing on the agenda is South Africa.

Senator W M CROOK Like the flowers that bloom in the spring, tra-la!

Senator D F DE JAGER and Rhodesia, and South West. The Secretary of the Conference said there that it is impossible to separate politics from sport. I want to tell the hon. Senator immediately that while he propagates mixed trade unions, he will likewise not be able to separate politics from the labour problems and he will therefore only be creating a political platform for the Blacks to use to oust the Whites, because they will then be in the majority.
I want to proceed. I believe we should make less use of labour from Mozambique today. Years ago an agreement was concluded to import labour from Mozambique and Lesotho for the South African mines. Mozambique derived great benefit from that arrangement, but so did we. Of course Mozambique benefited by virtue of the fact that a large portion of the wages paid to the workers had to be paid to them in gold. We had no objection to that, but because the price of gold has risen during the past few years, they have benefited by virtue of the fact that they have received gold at the old price of approximately $3 per ounce. Since Mozambique’s independence, this agreement has been completed in its favour. I want to congratulate the hon. the Minister of Finance today on the fact that he has cancelled this agreement, and that they now receive gold at its market price.

As I said in a previous debate, I believe that a risk factor is involved in allowing the blacks of Mozambique to work in our mines in great numbers. I also want to say immediately that according to newspaper reports, Mozambicans caused the fewest problems during the strikes we had in the mines. I want to thank them very much for that. But because the highest priority of the present leader in Mozambique is to make a Marxist of every black in Mozambique, I believe that we cannot overlook the fact that these people can in fact create trouble for us in future. The same applies to the miners in Lesotho. In the past we had instances where thousands of them were involved either in strikes or action. Here I want to refer to the incident at Vereeniging last week where they again went on strike as a consequence of which the mine manager had to send more than 500 of those miners back to Lesotho.

I believe the time has arrived for the hon. the Minister to introduce very drastic legislation to have every White, Brown or Black worker on record. I.e. those who work and those who do not work. Those who are not of service and those who are no not of service to South Africa. I believe that the hon. the Minister should also include the right kind of legislation to force unproductive people to work for South Africa. Something must be done about the thousands of Blacks in the Black cities in the Transvaal and the thousands of Coloureds in the Cape, who do not work.

Even if this is done by means of emergency measures.

We are waging a cold war today and where will our enemies find better allies than among these men who do not work? I believe these people have again to do duty in ways that will also be instrumental in doing away with the robbers, looters and rapists.

I also believe the mines should to a lesser degree make use of the custom of recruiting their labourers on farms. Where we live in the Northern Transvaal it is an unrestrained common phenomenon. The Bantu homelands are adjacent to our farms. But because the Bantu who work on the White farms have received a reasonable amount of training, it is better and more beneficial for the mines to recruit these people, because they are more productive than the untrained workers.

As previous speakers have mentioned here the mines and industries can pay better salaries than the farmers, because they have a guaranteed product and receive guaranteed prices for their minerals or factory products. Here I can refer to the average wages the P.M.C. mine at Phalaborwa pays the Blacks. The average monthly salary is R169, and together with overtime and other benefits it amounts to R222 per month. They can easily pay salaries of this nature because their annual profits vary from R5 million to R10 million after taxation.

Mr Chairman. I also want to refer to the training schools that are being established for non-Whites and Blacks. I regret that in the homelands the training Centre is not larger because those schools are being erected close to the homelands. Some small P.M.C. once donated an amount of R76 600 to build a technical school which will be erected in the Lebooro area. [Time expired]

Senior L. E. D. WINDCHESTER Mr Chairman. I do not want to take up the various matters raised by the hon. Senator D. J. Ijager except to say that when one deals with trade unions and whether they should be mixed or separate trade unions one always encounters a good deal of heat from the government. I do not wish to say what the hon. Senator says that was because of the history of the country, but it was the Nationalists who used it during the early movement during the late 1930s and 1940s to bring men into power in 1948. It was he wants to know if the profit on the borrowed sum.

Therefore, he will want to know if the profit on the borrowed sum.

He wants to know if the profit on the borrowed sum. He will want to know if the profit on the borrowed sum.

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lose a fair proportion of 'casuals', but the career miners would stay. Conditions are improving all the time, although we are still behind industry in pay rates. We have not yet got a premium wage for mining.

**MINE WAGES**

*Blacks go without*

There'll be no wage increase for black miners this month — and perhaps not this year.

A spokesman for the Chamber of Mines tells the *FM* that black wages are "still under review". But we understand that increases are unlikely to materialise before the Chamber's dispute with the Council of Mining Unions is resolved. This could take months.

The Chamber apparently feels that raising black wages would weaken its case in the current negotiations with white workers. The Underground Officials' Association has already contended that the Chamber has no right to grant black increases if whites go without.

The industry's tough line has sparked off trouble at one mine — Anglo American's Cornelia Collieries — where men struck work on being told that the "June review" of wages would be "delayed".

There are some mining houses which favour a black wage hike now, such as Anglo American. But Anglo is unlikely to "rock the boat" as it did a few years ago by granting increases when the other groups did not.

The pace of black wage rises has been slowing down lately. Last year underground wages rose 13,6% (from 220c a shift to 250c) compared with a 37,5% hike in 1975. Average underground cash pay now stands at about R101. Surface workers still earn a minimum of 155c a shift (a meagre R40,30 a month).

A decision not to increase black wages appears parsimonious. The mines have not been feeling the recessionary pinch as much as other industries and the gold price has been rising steadily, with perhaps even better possibilities in store (see page 866).

The Chamber replies that costs have been rising steadily and that substantial wage hikes would threaten the continued existence of marginal mines. Men who lost their jobs as a result would not, it says, be able to find alternative work in the current economic climate.

Nevertheless, holding back on pay rises might precipitate further unrest, such as that at Cornelia. The Chamber, however, apparently feels that there is likely to be little pressure from black miners for pay increases.
Bad news for foreign miners

The mining industry has solved its black labour supply problems — at least for the time being. Indeed, the mines are now turning away hundreds of Africans every day, mainly in KwaZulu and Bophuthatswana. Between February and May an estimated 7000 to 10000 were turned away.

One result of this embarrassment of riches is that novices are no longer being recruited from neighbouring countries on which the SA mines have relied so heavily for black manpower. Preference is being given to local Africans, and only those foreigners who have previously worked on the mines are being given jobs.

According to figures released to the Financial Mail by the Chamber of Mines' recruiting section, Teba (The Employment Bureau of Africa — formerly Mine Labour Organisations), underground strength stands at 100,459% of requirements.

Teba's attempts to increase the proportion of South Africans on the mines have been very successful. At the end of April, the SA component (including Transkei) stood at 51,62% — 38,57% from the Bantustans and 13,05% from the common area (see table).

The increased demand for SA labour is not without problems however. Contracts are shorter, turnover is higher and for Urban men are wedded to the factories and don't take easily to the tough conditions on the mines. Turnover was simply too high.

Mozambique labour has dropped significantly — from 84,733 in April

**WHERE THE MINERS COME FROM**

<table>
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<tr>
<th>FOREIGN</th>
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<tbody>
<tr>
<td>Mozambique</td>
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**SOUTH AFRICA**

?(including Transkei)

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<th>&quot;White Areas&quot;</th>
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<tr>
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<td>Transvaal</td>
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<tr>
<td>Natal</td>
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<tr>
<td>TOTAL</td>
<td>54,911</td>
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| "African Areas" |       |   |
| Transkei        | 96,999  |   |
| Ciskei          | 18,208  |   |
| Bophuthatswana  | 20,091  |   |
| KwaZulu         | 12,327  |   |
| Lebowa          | 6,543   |   |
| Venda           | 1,821   |   |
| Ndebele         | 70      |   |
| Gauntshu        | 1,657   |   |
| OvaOva          | 3,725   |   |
| Swazi homeland  | 655     |   |
| Others          | 89      |   |
| TOTAL           | 420,536 |   |

*Strength at the end of April 1971 of mines which are members of the Chamber of Mines.

seasonal fluctuations — when large numbers of miners go home — will be more dramatic. Says Teba GM Tony Flescher "This year might see our biggest seasonal fluctuation yet. But we are taking steps to stabilise our workforce within the migratory labour system.

One method (introduced in February) is the issuing of "employment guarantee certificates" to miners on completion of their contracts. These entitle men who have worked 45 weeks on the mines to be re-hired automatically if they return within six months.

The Chamber is also undertaking psychological and attitudinal research on black miners. "We're trying to get an accurate impression of the miner as an individual. We're looking for career workers, not short-term miners," says Archie Crawford of Teba's publicity division.

Teba's attempts at urban recruiting have failed, while recruiting in "white" farming areas is still being discussed with the SA Agricultural Union and various Bantu Affairs Administration Boards.

Says Flescher "We have had to close our Soviet office because it simply didn't produce the results. We had hoped 1976 to 38,244 this April. Part of the reason is that Teba is accepting only men with employment guarantee certificates.

Malawian labour has virtually dried up. Only 207 Malawians were on the mines in April, all of whom had arrived under their own steam. However, negotiations between Malawi and the Chamber are continuing and rumour has it that the Chamber expects to begin recruiting again in Malawi at the end of the year.

Flescher says that the mines are not phasing out Mozambicans. "We want experienced men from Malawi and Mozambique and will continue to want them. Our ability to take them will, however, obviously depend on seasonal fluctuations.

Teba concedes that the success of the SA recruiting campaign is to a large extent due to the absence of jobs elsewhere. Wages are still not competitive with secondary industry, but the mines do not seem to be worried that there might be a massive flow back to other sectors in the economy picks up;

"Minings still a tough and unpopular job, but we reckon we can hold our own," says Flescher. "We'd probably
Paulus slates Anglo report on miners

By CLIVE EMDON

Labour Correspondent

Mr Arnie Paulus, secretary of the Mineworkers' Union, says the entire report on attitudes of black miners, published by the Anglo American Corporation recently, is written in the spirit of "the black man is right and the white man is wrong".

He terms what black workers are reported to have said about white miners "obviously nonsense".

"Anyone with underground experience would know that in most cases there is sound and sincere understanding among the white miner and his labourers and teamleader," says Mr Paulus in the latest edition of the union newspaper, Die Mynwerker.

The Anglo American report says that, almost without exception, black miners cite the white miner along with accidents as their major objection to underground work.

The "typical white miner" is described as a lazy, rough bully in his relations with black miners, and the study says a serious conflict situation exists between white and black miners.

Die Mynwerker publishes the first part of the study report and calls on readers to "start reading today how they are 'seen' by the workers in their teams". The paper undertakes to publish the whole of the report.

Mr Paulus says "so many stupid things are said in the report that it is really out of place for us to comment on them. The entire report is written in the spirit of 'the black man is right and the white man wrong', so we would prefer to ignore it."

He suggests that the "field officers" conducting the research into the attitudes of black miners "often heard what they like to hear".

"We also gain the impression that the accusations against the white miners are given rather elaborate treatment to camouflage the grievances against the employer."

"It is hard not to gain the impression that the research team made more of the complaints against the white miners than of the complaints against Anglo American."

He says that in many instances the uncovered valid grievances of the black workers, "I was surprised to learn that a company like Anglo American could still treat its labourers so cruelly."
Pay rises put off by mines

Labour Reporter

The pay increases for South Africa's 400,000 black mineworkers, normally due about this time of the year, have been put off.

The news comes amid an oversupply of black mine labour and after the refusal of the Chamber of Mines to grant any general pay increase to the white union members, or a

new change in policy made in the basic relief of black workers at this stage. But, the matter is being kept under review, a spokesman for the chamber said today.

"Black employees with the necessary service will receive service increases to which they are entitled," he said.
Computer will save Anglo R44m in labour

THE abandonment of the fixed gold price and the growing importance of uranium together with other radical changes in the business environment over the past few years has had significant effects on the gold mining industry.

Increased black wages for instance, apart from the direct effect on costs, have also led to profound changes in the pattern of labour supply to the mines.

Recognising that information is the life-blood of all decision-making, Anglo's Gold and Uranium Division has carried out a systematic and detailed study of its gold mining business. The study was directed largely towards identifying the information requirements of the organisation with a view to developing information systems.

The study found that existing systems were insufficiently flexible to respond to the needs of management. It often took many man-months of analysis to produce vital information, and managers were often swamped with data whose meaningful interpretation was unnecessarily complex.

Anglo therefore decided that the Gold and Uranium Division would embark on a project leading to the development of a comprehensive, computer-based management information system.

Development of the fully integrated management information system is seen as a long-term objective, but the study served to identify and assign priorities to its basic components.

A system which is considered of the highest priority in the division is directed towards the improvement of the mines' human resources.

Traditionally, comprehensive personal records have been kept - a system that is expensive to maintain and at the same time totally inflexible.

It is difficult to summarise and analyse manual records, and difficult to piece together a man's complete record from a number of separate contracts at several mines.

The system will also provide capabilities to do things which at present are impossible, particularly in the areas of recruitment, manpower planning, and time and attendance recording.

Anglo have estimated that the HURIS project will produce savings conservatively estimated at R4-million a year - mainly in reduced working costs brought about by the better use of labour.

The first phase of the project is now under development and from a technical point of view must be one of the most challenging computer projects ever undertaken in South Africa.

The project is expected to encompass six major phases and take about three years to develop at a cost of over R4-million.

The HURIS (Human Resources Information System) project will result in a large computer-based information system which will overcome many problems with the present manual system and, in addition, will provide management with much improved information on which to base personnel decisions.

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Give blacks a new deal—mine men


Two leading figures in the mining industry yesterday called for a new deal for black workers in the industry, and an end to restrictive labour policies.

Mr. Robin Plugbridge, in his presidential address to the annual meeting of the Chamber of Mines, called for restrictions and curbs to be lifted to enable people of all races to take part equally in the open market place.

And Rand Mines chairman, Mr. Tony Petersen, said: "The industry's long-term aim must therefore be to eliminate work restrictions and job reservation, and to convince our white employees that this, by a general raising of the whole South African economy, can only be to their advantage, as well as to the advantage of the blacks."

Mr. Plugbridge said an improvement in the productivity of labour was critical in combating inflation.

"Endeavours in this field require a significant breakthrough which will depend upon employing the human resources of the country."

"History teaches that the free enterprise system is the only route by which such major economic objectives can be reached, and that the efficient operation of the system requires a willingness to bring about change whenever and wherever necessary."

"This is especially true of South Africa at this time, bearing in mind our special position in Africa."

"There is no more vital task, therefore, than to lift restrictions and curbs on the economic system to enable people of all races to participate equally in the open market place."

Mr. Petersen said the productivity required to justify the wage increases granted to all races in recent years had just not materialised.

At the same time, the industry must realise that the individual must take his own work, initiative and ability, and be able to improve his earning capacity and therefore his standard of living.

"The industry's long-term aim must therefore be to eliminate work restrictions and job reservation, and to convince our white employees that this, by a general raising of the whole South African economy, can only be to their advantage as well as to the advantage of the blacks."

"Until such time as we can achieve this, however, we must accept that limitations imposed by trade unions and legislation, in the employment of blacks, thrust an obligation upon the employer to make some adjustment to black wages, even where the overall policy is to restriction on all other wage increases."

Sapa

Type B has no alternative uses. It can be used for the Bellville job. In addition it will be necessary to buy 3000 units of Type C at R10 each for the Bellville contract.

Both jobs will take exactly one year.

The Managing Director asks you to consider which of the two alternatives is most profitable.

Draw up a table showing the opportunity costs involved in each.

What advice would you give?

(50%)
South Africa caught short...

Finance Reporter

A SHORTAGE of graduated engineers and technicians is drastically hampering the mineral industry.

New "discoveries" of minerals, new opportunities for exporting minerals in more processed forms, new schemes to improve the infrastructure of the mineral industries, and greater opportunities to export, demand many more skilled people in a variety of professions than was ever anticipated.

And South Africa has been caught lagging — and unless drastic steps are taken to increase the output of trained scientists and engineers, the growth rate of the mineral industry will be reduced.

This is one of the conclusions reached in a new book, SA's Strategic Minerals, by W. C. J. van Rensburg and D. A. Pretorius, just published.

South Africa is in a unique position as a supplier of strategic minerals. In 1975, over R4 000 million was earned for strategic minerals — gold, coal, platinum, diamonds, copper, manganese, asbestos, nickel, uranium oxide and iron. South Africa produces 95 percent of the world's gold; 55 percent of platinum; 46 percent vanadium; 36 percent antimony; 39 percent of chrome ore; 24 percent manganese ore; 17 percent diamonds; 13 percent uranium; and 10 percent of asbestos.
Good start to mines pay talks

Labour Reporter

Efforts to settle the pay dispute between the Chamber of Mines and the Council of Mining Unions are off to a promising start.

The first meeting of the conciliation board, comprising representatives of both parties, continued for three hours before it was adjourned until late next week.

Delegates declined to comment on the nature of the apparent breakthrough.

Refused.

At the meetings which preceded the dispute, the chamber precluded any negotiations by its persistent refusal to grant improvements in pay or working conditions to trade union members.

Had this attitude prevailed at the earlier meetings, observers feel there would have been no point in a three-hour meeting.

Informed sources held out little hope for a breakthrough before Monday's meeting, particularly since the collapse of pay negotiations in the metal industry on Monday.

Now that talks continue in the mining industry, hopes have risen they will set a precedent that may help resolve the metal industry deadlock as well.
O'kiep slashes staff and production

By PAUL DOLD
Financial Editor

AS COPPER prices fell further yesterday with the metal fast approaching its low for the year the O'kiep Copper Company has announced it is slashing production and cutting the labour force by a third.

This major mine in the North Western Cape, controlled by the United States Newmont Mining Corporation, is pruning the work force by 1 150 to 2 250 because of the depressed state of world copper markets.

The general manager, Mr T P Philip, said that of the 3 400 total staff at the mine some 500 will be reduced by natural attrition while a further 650 are being retrenched and will receive special ex-gratia benefits.

Copper production is being cut by 27 percent on an annual basis from July 15 until metal prices improve. Certain capital expenditure for mine development is being deferred.

Yesterday the London cash price for bars dipped to £748.50, £7 down on the previous day, while cash cathodes fell to £737 from £744. These prices are not far off the respective 1977 lows of £733.25 and £722.50. The metal peaked at £898.25 and £886.75.

Other metal prices have swung down with copper.
Retrenched miners head for city

Weekend Argus Reporters

A mass exodus of copper mine employees in a desperate search for new jobs has left the Namaqualand communities of Naba-beep and Carolusberg virtual ghost towns this weekend.

In both towns, scores of homes stood empty and shuttered as families trekked to Cape Town and other large centres in the hopes of finding alternative employment after hearing the shock news earlier this week that the O'Keefe copper mine is laying off 1,000 workers.

Speaking from her home in Carolusberg, Mrs I. J. Gouws said: "My husband is one of the lucky ones — he has still got his job. But most of the other homes in town seem to be deserted. People are looking everywhere for work."

STANDSTILL

In Naba-beep, the story was the same. Mr H. P. Taljaard, manager of the Naba-beep Hotel, said: "There must be more CRU cars in Cape Town today than CA cars. When people got the news on Thursday they were being laid off they made immediate plans to spend the weekend elsewhere looking for work."

Mr Taljaard said there was an air of gloom and depression in the town.

"We have been hearing hard luck stories all day long. It is a knock for Namaqualand. The whole area will probably come to a standstill," he added.

"We are all very upset about the lay-offs. No consideration was made for people's circumstances and the local domies has been swamped with appeals for help."

"There are men here who have worked for 25 years on the mine. They have wives and school-going children. What are they to do? The general atmosphere is black."

The general manager of the mine, Mr T. P. Philip, said today about 200 Whites and 400 Coloured people of a force of about 3,400 were being retrenched.

He said 450 Blacks were also being phased out on a monthly basis. About 150 Black workers "normally" left the mine each month to return to homeland and these people would not be replaced.

VACATE HOUSES

The lay-offs follow a 27 percent cut in the annual production of copper at the mine following a world-wide slump in the price of copper.

"Retrenched people have been told to vacate their mine-owned houses in a month."

Mr Philip said he regretted this but there was a shortage of housing for Coloured labourers. "It would be unfair if an employed person did not have a house and an unemployed person did."

(9) 211
(9) 228
Staff cuts at mine will hit NW Cape

By GORDON KLING and MALANE BOSMAN

RESIDENTS of Namaqualand expect repercussions of a massive lay-off announced this week by O'kopek Copper Company to culminate in the worst blow to hit the North-Western Cape since World War II.

Hundreds of families who have lived in the area for generations will be uprooted because their dwellings are company owned, and business turnover is expected to drop by about 50 percent in what many believe will be a crippling blow to commerce.

The mine is the major industry in the area, employing considerably more workers than all other enterprises combined. The work force is being cut by 35 percent from 3,400 to 2,250 in a curtailment of operations resulting from a slump in the world copper price.

The general manager of the mine, Mr. T P Philip, told the Cape Times in an interview from Nababep in yesterday that 500 of the workers were blacks who would be repatriated to Transkei as their contracts expired over the next few months.

The 650 retrenched white and coloured workers held positions at all levels.

No unrest

The workers appeared to appreciate the economics behind the action. There had been no signs of unrest and he did not expect any, he said.

The retrenched workers would have to leave their homes. They had been given one month to do so. Mr. Philip regarded this as “regrettable” and said the company would be as lenient as possible.

The past president of the Namaqualand Chamber of Commerce, Mr. C H de Beer, said the vast majority of the coloured workers laid off by O'kopek had been born in the area.

Their grandparents had worked for the Cape Copper Company at the beginning of the century and some could remember battles between the Boers and the British in the area.

Building was at a standstill and there was little possibility that other work could be found for those who had lost their jobs.

Business turnover was likely to drop by about half or R300,000 a month. “This may not sound like much but we’re a small community and this is hitting the people damned hard.”

The lay-off was the worst blow to hit the area since World War II and an appeal to the government for assistance was being considered.

“This is like a death sentence passed over Namaqualand,” said an old O'kopek resident, Mr. Mona van Rensburg. “There are no boarding houses in Nababep and matriculants will not be able to leave with their parents because the choice of subjects differs vastly from other schools. The news hangs over the village like a dark thunder cloud. The atmosphere is oppressive.”

The Rev. B H S Cross of the Nababep Ned Gereis Kerk said 50 percent of his council members had been paid off by the mine.

Ironically, American copper miners went on strike for higher wages yesterday in a move which offers a glimmer of hope for the future of O'kopek mine.

Mr. Philip said a prolonged strike in America could lead to the returning of some of the men laid off this week.

Cuts by mine

Continued from page 1

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Continued on page 2
Namaqualand faces hardship

From TED OLESEN

TWO of the six copper mines of the O'okiep Copper Company will shut down in the next few days and as many as 1000 miners and their wives and children trek to other centres in search of work. Namaqualand faces a deepening economic crisis.

Yesterday the general manager of the mining company, Mr T P Philip, said in an interview in his Nababeep home that the miners had "stoically accepted" their retrenchment - "the people are hard-hit and this is something nobody wanted".

The copper-mining industry was at its lowest ebb with little or no hope of improvement till well into the 1980s.

"The price of copper on the international market is the all-determining factor, and with it as low as it is there is no alternative but to pay off part of our working force," he said.

Thirty-five percent of the mining force, or 1150 miners - 200 white, 450 coloured and 500 African - have in most cases until July 15 to be out of their company houses.

A few have until the end of the month.

Yesterday the towns of O'okiep, Nababeep and Caroldsberg - where the vast majority of the miners alive were quiet and almost deserted as hundreds were on the roads looking for work.

Those at home said they found their situation desperate as they had only days to vacate houses and find something else to do somewhere else to live.

The only relief effort so far is from the Vrouvereenigmeng of the Kamieskroon Afrikaanse Kristelik Vrouvereenigmenging who offered to move a handful of the paid-off miners into 10 houses and buildings of workers' compound at the edge of the town.

Last night Mr Christo van der Poll, 15, and her brother, Herman, 14, of Nababeep, have to give up their school. Their father, Mr Frederick van der Poll, is one of the thousands of miners who have been retrenched by the O'okiep Copper Company, and he can no longer afford to keep Marlene and Herman at school. In the background is the Nababeep mine.

Cape Times

The remaining miners face uncertain futures spend as little as possible a further heighen our economic crisis because of widespread insecurity.

At a meeting of the Chamber of Commerce last week, businessmen were advised to streamline and cut back on expenditure as hard times lay ahead, Mr De Wit said.

Mr J V Ferrera, manages of a bank in Springbok, said that since the retrenchment began his bank alone had lost 1500 personal accounts - "and this represents thousands of rands".

He said plans to build a new branch would almost certainly be shelved because of the crisis. "We will not be able to see our way clear to pay R1 000 a month on a building.

The standard of living would drop for everyone, he said.

Mr Philip said the capital problem was serious "and Continued on page 2
Many face credit crunch

MINERS’ credit privileges will be cut back and drunks on tap are something of the past at the Oliep Hotel, Mr Gerhard Louw, assistant manager of the hotel, said yesterday.

It is also possible that other hotels, businesses and shops in the Namaqualand will do the same.

At a meeting last week of branches of the Chamber of Commerce in the Namaqualand, it was decided that businesses in the area should make their own decision on whether to allow credit to miners.

Mr Louw said the move followed retrenchment on a smaller scale in 1974 when many miners continued to buy credit but could not pay their accounts.

The miners of Oliep were becoming desperate, many of them with no hope of employment and nowhere to go.

Mr Louw said miners and their families were coming to his hotel in attempts to sell their possessions and furniture to stave off the financial crisis facing them.

Minister to hold
talks on cutback

THE Minister of Mines and Labour, Mr S P Botha, said yesterday that he would have discussions in Pretoria on the future of the troubled copper mining industry in the north-west Cape.

Speaking from his Pretoria home, Mr Botha said the slump in world copper prices which had caused the 35 percent layoff in the Oliep Copper Company workforce was aggravated by the fact that most Western countries had large stockpiles of copper.

“Being one of the base minerals most sensitive to political and economic change, it is standard practice for most major importers to stockpile against future shortages or price increases - in some cases up to four years ahead,” Mr Botha said.

This meant that the market would not react quickly to cutbacks in production as that in the Namaqualand mines.

Mr Botha added that he could make no statement on possible government action until discussions were completed.

Talks on unemployment

THE UNEMPLOYMENT level in the North-West Cape after the Oliep Copper Company’s recent cutback in production is regarded as so serious by the Mine Workers’ Union that a union representative is to fly to the area for talks with management.

I hope to discuss the problem with the copper company’s general manager, local union officials and anyone else who may be able to help,” Mr A S Paulus, secretary of the Mine Workers’ Union, said yesterday.

A meeting had not yet been arranged but it was hoped to set one up within the next two weeks, he added.

‘Dark blanket of despair descends’

MR TIELT GREEFF of Oliep - a mine mechanic - will probably not know he has lost his job till he returns with his regiment from border duty at the end of the month.

Yesterday a friend said Mr Greeff’s wife, Debbie, had not been able to get the news through to him in time, and that he was packing to leave for his parents’ home in Paarl with their seven-month-old baby girl but that the Greeffs are happy because they are young and can adapt.

For Mr Hendrik van der Poll, a mine retirement, who has gone down the shafts of the Nababeep copper mine daily for more than 25 years, the unemployment crisis he faces is desperate. His wife, Christina, is sickly and he still has five children to support.

Yesterday he said he had until July 15 to pack his bags and leave the town where he and his entire family were born. When he received his retrenchment notice he looked for work in the town but found all vacancies already absorbed by other miners in the same predicament.

A friend in a nearby town who owned a cool drink company was his only hope but recently closed down. He had no idea what he would do after July 15.

In Nababeep, where the...
Black Sunday for workers of Nababeep

PEOPLE in Nababeep are fuming like the smelter chimney perched on a slagheap above the town. And the ever-present sulphurous pall it leaves is as bitter as many workers' moods.

The whistling north wind kept the send smoke low over the town and deposited dust everywhere.

Sundays are never carnival days in small country towns, and Namqualand's mining towns are no different.

Yesterday an occasional bicycle passed quietly through the streets, but the yards were gaunt and bitter.

Homes people were talking of the future, new jobs, where to start, and the possible worst thing to the copper mining communities since World War.

"Talk" of bust which they said will close when more than 500 people have packed their cars and left.

They talked and talked and were afraid to give their names. There are many stories, many similar and most of them anonymous.

They said they were afraid they would be turned out of their mine-owned houses immediately - afraid they would be blacklisted if their jobs became available again.

Men who have not been laid off are as dismal as their neighbours who will soon have no work.

A man with a wife and children said: "Look, I'm pretty bitter, and while I'm not afraid to give my name, I've got to find a mining job somewhere. Another point is the children."

Company general manager Mr. Peter Philip is as unhappy as other townspeople. But panic does not help. A positive attitude will help.

He said: "I think most of them would want to come back, and I think they would come back."

Namqualanders are like that.

(Fears of ghost town. See Page 9.)
Cape mine sackings:
Botha to hold talks

CAPE TOWN. — The Minister of Mines and Labour, Mr Fanie Botha, said yesterday he would be having discussions in Pretoria on the future of the troubled copper mining industry in the North-Western Cape.

At the same time a Mine Workers' Union official said he is to fly to the area for talks with the management.

Speaking from Pretoria, Mr Botha said the slump in the world copper price which had caused the 3½% layoff of the O'Kiep Copper Company workforce was aggravated by the fact that most Western countries had large stockpiles of copper.

"Copper being one of the base minerals most sensitive to political and economic change, it is standard practice for most ma-

or importers to stockpile against future shortages or price increases — in some cases up to four years ahead," Mr Botha said.

This meant the market would not react quickly to cutbacks in production such as that initiated in the Namaqualand mines.

Mr Botha said he could make no statement on possible Government action until discussions were completed.

Meanwhile, the secretary of the Mine Workers' Union, Mr Arrie Paulus, said he is to fly to the area for talks with top management.

"I hope to discuss the problem with the company's general manager, local union officials and anyone else who may be able to help," he said yesterday.

A meeting had not yet been arranged but it was hoped to set one up within the next two weeks, he said.
WORK AXED MEN

INDUSTRIALISTS and mining companies will meet officials of the Department of Labour in Springbok this week, offering some hope to hundreds of White and Coloured mineworkers laid off by the O'okiep Copper Company.

Other Namaqualand mines and industries may absorb the workers axed by the copper company in a retrenchment programme brought on by the dismal world copper price.

Mr Gaffie Maree, MP for Namaqualand, said today he was confident that the situation was under control.

He said: "We are trying to get the big undertakings like Kleinzee and Oranjemund to assist."

Both are diamond mines controlled by the Anglo American/De Beers group.

He said efforts were also aimed at finding work for the Coloured workers laid off, and the local liaison committee would meet in Springbok early next week to hear what is being planned.

17 percent off

O'okiep Copper's retrenchment is putting 193 White workers and 376 Coloured employees - 17 percent of the company's workforce - out of work.

In the next three months the African staff of 1700 will be cut by 500 as contracted Transkeians are phased out.

On July 18 Mr Arrie Paulus, general secretary of the 17,000-strong Mineworkers' Union, will travel to the Namaqualand towns to discuss the situation with union representatives and the company's management.

Thursday's meeting of mining companies' representatives and officials of the Department of Labour will be held in the Divisional Council chamber in Springbok.

Mr Maree said: "I'm hopeful things will improve."

The "Department of Labour would see what could be done for the retrenched workers through unemployment insurance payments."

Mr Maree said all workers laid off were being allowed two months in their mine-owned homes from the date of notice.

Workers leaving

Mr Maree's confidence that the situation is under control is the first optimistic note for the Namaqualand communities since the retrenchment notices were distributed with pay-packets last Thursday.

Many workers have already left Nababeep and O'okiep and at the weekend others were preparing to go.
Unions move on copper miners

Industrial Reporter

The general secretary of the Engineering Industrial Workers' Union, Mr A E Poole, is to meet management of the O'Keepe Copper Company in Nabatiep on Thursday in an urgent effort to assuage the 276 coloured miners retrenched by the company last week.

And the head of the Mineworkers' Union, Mr A S Paulus, intends to take up the case of the 193 white workers laid off by the company at a meeting with the general manager, Mr T P Philip, on July 18.

Mr Poole said yesterday he believed a joint approach by the two unions would have been preferable, but the white union did not appear interested in this. The rationalization will also see a 500-man reduction in the black labour force through natural attrition.

"The position is pathetic," said Mr Poole. There was no possibility of finding work for the old miners who were near retirement age and had worked for the company all their lives.

The union offered an unemployment benefit of R2 a week for three weeks. The mine management had not discussed the layoff with the union. Its representatives had simply been called in and told the men would have to go.

Meanwhile the company yesterday began an investigation in conjunction with the four schools in the area to determine how many schoolchildren were affected by the retrenchment which has placed their studies in jeopardy as parents must vacate company-owned housing. Arrangements had already been made to allow eight pupils in their final year matric to complete studies.

Mr Philip pointed out that the original retrenchment notice given to employees stated that occupancy of their houses was extended to one month after their last day of service. This meant they could stay in their houses for two months, and leniency would be shown in special cases of hardship.

The managing director of the American-owned company, Mr G R Parker, yesterday declared his group, the giant Newmont mining operation, was in South Africa to stay. The decision to curtail operations at O'Keepe had been taken only on the basis of economic factors relating to sagging world copper prices.

Mr Philip did not believe other copper producers in the Republic would be forced to retrench staff at this time because of different cost structures.

This was confirmed by a spokesman for Anglo American which owns the Prenta copper mine.

London copper prices were lower in pre-market dealing yesterday on news that basic agreement had been reached on a dispute which threatened to shut down 70 percent of copper production in the United States.

Namaqua MP starts 'save people' campaign

By Ted Olsen

Miners, industrialists and businessmen in Namaqualand will meet in Springbok on Thursday with Mr Gaffie Maree, Nat MP for Namaqualand. The meeting is the main thrust of a "Save our people" campaign.

Exodus

Yesterday, Mr Maree said it was imperative that the hundreds of miners retrenched last week by the O'Keepe Copper Company, "stay where they belong — right here".

An exodus of families from the centres of the mining industry, Cape Town, was threatening and already many families were packing to move from the mining towns of O'Keepe, Nabatiep and Carnoburg.

To avert this and the inevitable economic crisis Namaqualand would face — Mr Maree and other prominent Namaqualanders have taken action and called a meeting of all potential employers.

A reliable source said directors of the many other mining companies in Namaqualand — copper, diamonds, zinfandel and silver — would be at the meeting and "some pressure would be put on them to absorb as many of the retrenched miners as possible."

Mr Maree said he had been in touch with the Minister of Mines, Mr S P Botha, and would talk to him about the situation again after Thursday's meeting.

"Most of these people were born here and have never lived anywhere else. It is unthinkable that they should have to pull up their roots now and leave — for who knows where," he said.

After the meeting with the potential employers, Mr Maree will call a meeting of all the townspeople of the mining centres and outline the prospects and the course of action they should take.

Committee

Today Mr Maree will set the groundwork for Thursday's meeting by meeting with the O'Keepe Copper Company's hason committee.

Yesterday he conferred with the general manager of the company, Mr T P Philip, and the meeting on Thursday was discussed specifically.

* Unions move on miners, page 2...
Bleak future for Mr. Van Wyk

By TED OLSSEN

MR ELIAS VAN WYK, 44, a labourer retrenched by the O'kope Copper Company a week ago, has no idea how he will support his wife and six children when he leaves the Carolusberg mine for the last time on July 15.

His predicament — like that of the 375 other retrenched coloured miners — is more serious than that facing the 193 white miners, most of whom have some trade qualifications and earn on the average R200 a month.

“I can do nothing but an honest, hard day's work,” said Mr Van Wyk, who has hiked from Carolusberg to Nababeep and Springbok in search of work, only to find the labour market flooded.

He is a paid-up member of the Engineering Industrial Workers' Union — the only coloured union for mine workers — but found when he visited their Nababeep office that the only benefit he is eligible for is R5 a week unemployment money for three weeks.

Mr Van Wyk said his net monthly earnings amounted to R120 per month — after 20 years with the company.

“It used to be that I would have to say R5 or R6 left at the end of each month. Now there is never a cent — and I am already in debt as I owe a department store in Springbok R45.”

When his jobs ends on July 15, he will no longer be a bread-winner — unless he finds a new job.

His two school-going children, Mary Elizabeth, 14, and William George, 16, will have to quit school in Springbok as it costs Mr Van Wyk R25 in taxi fares to get them to and from school each month.

“There are no high schools in Carolusberg and no buses to get my children to Springbok,” he said.

His wife, Katrina, says it costs nearly R80 a month to feed her family. She has no refrigerator so eight people live off four tins of condensed milk at 43 cents a tin for a whole month.

They seldom eat meat and live off pancakes. Mrs Van Wyk spends R40 a month on flour.

The Van Wyk's eldest son, Joseph, 16, in the Nababeep Hospital receiving treatment for a gum infection. He is also unemployed.

Johanna Aletta, 17, occasionally gets work as a char, but with the white miners moving out of the town, even her small earnings are in the balance.

The Van Wyk’s are grateful that the O'kope Copper Company will allow them to stay in their house for two months after the termination of Mr Van Wyk's employment.

They will not pay rent but will be liable for electricity and water.

• Discussions on the future of the Nababeep Hospital, which is threatened by retrenchments in the copper mining industry — would be held “as a matter of urgency”, a provincial hospital services spokesman said yesterday.

Feeling hard times in the Van Wyk family (from left) Mary Elizabeth, 14; Johanna Aletta, 17; Mrs Ketrina van Wyk; William George, 16; Gerhard Proctorius, 12; Benjamin Martin, 5; and Mr Elias van Wyk.
24. Which of the following is correct?

1. If supply declines, price will fall.
2. If supply increases, price will rise.
3. If demand decreases, price will rise.
4. If supply increases, price will fall.
5. None of the above.

25. If you were a governor of barley, which of the following would you take?

1. Take barley from market.
2. Encourage farmers to grow land.
3. Try to lower the price.
4. Try to lower wages.
5. Encourage farmers to produce.

26. If the economy is full, schedule for corn Alan's farm is as follows:

1. Cannot alter the price.
2. Will lead to a greater production.
3. Will lead to an increased demand.
4. Will lead to inflation.
5. Will lead to none of the above.

27. "The price of wheat is the yield per acre. An acre of wheat to protect them occur if the drought price rise was due to:

1. A shift in the demand curve.
2. A shift in the supply curve.
3. Shifts in both the demand and supply curves.
4. Movements along both curves.
5. None of the above.

28. "Price adjustments are not demanded equal. If a decrease in the price will rise.

1. A smaller quantity of the supply curve up because there is no excess demand.
2. A larger quantity of the supply curve up because there is no excess supply.
3. A smaller quantity of the supply curve down because there is excess demand.
4. A larger quantity of the supply curve down because there is excess supply.
5. None of the above.

THE NababEEP hospital jobs in balance

NababEEP hospital is located to raise the price and sell it on the open market.

The NababEEP hospital is located in O'Keepe and NababEEP.

The 150-bed hospital was to shift down and its staff were given retrenchment orders in the O'Keepe Copper Company's severe cutback in O'Keepe and NababEEP.

SHARE COST

But O'Keepe Copper's general manager, Mr. Peter Philip, has withdrawn their retrenchment orders until the Provincial Administration's Hospitals Department decides what to do.

Mr. Philip has offered a $500.00 deal to share the hospital's running costs between the mining company and the Province.

"At the weekend, he made it clear the company would have to close the hospital and dismiss the staff if the Province would not assist," yesterday Dr. F. A. van den Heever, M.P. for Namaqualand, and a decision would be made next week when the MEC is in charge of hospital services; Mr. P. J. Louw, was back in office after a holiday.

The director of Hospital Services, Dr. K. L. M. Kotze, is also away.

Mr. Philip said a shutdown at the NababEEP hospital meant the Springbok hospital must carry the additional responsibility of a community of 10,000 people.

The NababEEP hospital has a staff of 13 Whites, 40 Coloured people and one African.

Page 6. / .......
Major groups may give miners work

THE lay-off of Namqua-land miners was done to ensure the survival of the O'kipe Copper Company in a depressed world copper market, and thereby safeguard the jobs of most of the miners, the company's managing director, Mr Gordon Parker, said today.

Interviewed by Nael Murphy on the SABC's English programme Radio Today, Mr Parker said his company foresaw the world copper market remaining in a depressed state for some time to come — at least for the next two years.

The company's only option, in the circumstances, was a mass lay-off of labour to ensure we were still around when the price picks up again. The suggestion of working short time had been rejected because it was believed most retrenched miners would be able to find jobs at full, rather than reduced salaries, Mr Parker said.

There were probably no other companies which had done as much for, or offered such a package of benefits to their retrenched staff as had the O'kipe Copper Company.

These benefits included:

- Giving two weeks' notice to those workers entitled to only 24 hours. Giving miners three days' leave to seek other work or conduct interviews.
- A reconstruction of the pension scheme whereby the early retirement age was reduced from 55 to 50.
- Allowing retrenched miners to remain on the payroll while they took any accumulated leave owing to them.
- Extending the insurance cover for one month after they stopped work on the mine.
- Granting a relocation allowance to assist miners to move, and
- Granting an allowance to parents to help defray the costs of new school uniforms.

Mr Parker said other companies had been invited to go to Namqua-land and interview laid-off miners, and so far 12 companies had responded.

Labour talks

Mr Peter Philip, general manager of O'kipe Copper Company, said today that trained artisans and experienced miners would probably be placed without problems.

Mr Philip says a few may absorb some jobs and the rest a major problem exists. However, the local committee will have a major problem and the company will have to find new employment. Other jobs? Mr Philip says a few may absorb some jobs and the rest a major problem exists. However, the local committee will have a major problem and the company will have to find new employment.
African-orientated research reality'; work in the human which has more practical app
Areas of medical research with Care conference in 1978.

Intermediate technology: a) (rural and urban) and b) 

(Jobs Colour Bar) 21

Trouble at the mine?

Another batch of "paper" job reservation orders has fallen under the Industrial Tribunal's axe. But it's about to face the first real test when it tackles job reservation on the mines.

None of the latest batch of cancellations has been opposed by registered unions. Like the first group (FM June 3), none is particularly significant. They either affect only a handful of workers or have been ignored for years — like many other job reservation orders.

Arne Paulus is taking a great deal of interest in the issue. He has asked all men in the positions under review to contact their union, the Underground Officials Association, and demand that it oppose cancelling the determination. According to Paulus the determination came into being when the Underground Officials agreed to a Chamber of Mines' request that Africans be allowed into these jobs. White workers in the Evander area apparently objected, but the Underground Officials refused to break the agreement. The men then approached the MWU, which stepped into and secured the Job reservation order.

Underground Officials secretary Doc Coetzee tells the FM his association hasn't discussed the issue yet but has been asked the Tribunal why it has launched the probe. He says the job reservation order is still adhered to but is "there are so many exceptions and exemptions that it doesn't seem to matter much".

Moreover adds Coetzee, some of the jobs are highly skilled and there are no blacks available who could do them. "We've no objection to black advancement, as long as they're paid the same as our men."

He concedes that he has received complaints from some of his members in the Western Transvaal, who claim "blacks are infiltrating their jobs", but hasn't investigated.

Even if the order does have only a limited effect — as most statutory job reservation orders do — Paulus seems intent on making at least a symbolic issue of it. Needless to say, the Chamber is keen to see the determination go. So the investigation could spark another war of words in the mining industry.

The latest orders to be scrapped are those affecting Cape Peninsula bus drivers, drivers at Union Liquid Air and at the Springs Municipal. The last-named was not opposed by the SA Municipal Employees, a powerful Confederation of Labour union. Secretary Jock Smit says it only affects about six men.

But the Tribunal has now announced a probe into Determination 27, which covers mine ventilation officials, samplers and surveyors.

The inquiry could be stormy. While the jobs aren't part of the Mine Workers' Union constituency, mineworkers' chief

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ate at all levels in the 'common economy' programmes,

diseases,

entrepreneurial sector. (Michael Whisson)
16th June 1977.

Dear Colleague,

The past confrontation between the Council of Mining Unions and the Chamber of Mines has ended after thorough consultations. The parties are resuming their previously deadlocked negotiations.

After two meetings of the conciliation board appointed to settle the dispute—24 hours of talks in all—it has been disclosed that negotiations are to continue.

A copy of the Workshop Report is enclosed. We hope that you will find it useful.

We would be grateful if you could send us R1,00 to help cover the cost of producing and printing this report.

Thank you very much—and thank you also for attending.

Yours sincerely,

FRANCIS WILSON
DEAR EMPLOYEE...

Life is not a bed of roses

By MADELEINE VAN BILJON

The headline, "Mr T. P. Philip, general manager of the O'kiep copper mine in Namaqualand, tried to explain their plans to the coloured community why 190 whites and 376 coloureds were being retrenched."

In an interview with the Sunday Times, he explained that 21 million tons of copper were stockpiled throughout the world. The price had fallen to R76 a ton.

Mr Philip said: "Only 10 per cent of the present reserves can be mined profitably, plus about 120,000 tons a year at break-even costs."

"We had two choices — a total shutdown later or retrenchment now to keep the mine viable at a reduced rate."

"The latter choice was obviously better for the community in general."

The overall reduction aimed at is 27 per cent, which is roughly reflected in the number of dismissals.

Mr Philip said the laying off had not been done haphazardly.

THE REV BRIAN JOSSE

"Must keep a balance"

Marital status, the number of children, area of origin, years of service and job performance had all been taken into account. Those to go were males under 30, because they could take the knock better, or over 50, who would qualify for reduced pensions.

All but 22 of the 376 dismissed have got other jobs, but the coloureds will find it harder.

An action committee was formed at a meeting attended by Mr. Colin Macleay, the local CCB member, coloured leaders, religious ministers and local businessmen.

It will try to alleviate suffering, provide shelter for the homeless and prevent any mass movement from the area.

Because of a shortage of coloured housing, the coloureds dismissed will have to find other accommodation within a few weeks. Unemployment insurance will be paid until they can find new jobs.

Nabasheep, where the mine is situated, is a microcosm of what is happening throughout South Africa, with unemployment almost everywhere on the increase. But there is one major difference: The people of this semi-rural area are bound to it. Their roots lie deep.

Essie Estehuizen, a third-generation miner, is griefing for his horse.

Interviewed by two Iscor personnel officers, who came looking for artisans, one man asked where Vanderbijlpark was.

"As they drew a circle on the map, he shook his head and said, "No, it might work for you."
"It was in South Africa, but my family would never go there."

"It's my horse," said a bewildered Essie Estehuizen, who has been with the company for 25 years. "It's a show horse and I ride it myself."

He put his hands over his face and cried.

But he will go, if only to make sure his children continue their education.

Mrs. Samey Mager has no solution. Her husband, 38 next month, has been with the company for 31 years. They must give up their home. She still has children at school. Where does a coloured man of his age find what she calls a "joppie"?

"I don't think he'll find work again," she said, resignation in her voice.

Blimey

Many people refused to talk, terrified of jeopardising future jobs. The Rev. Brian Josse, minister at Nabasheep, and there was a total feeling of insecurity in the town:

"But we must guard against sloppy sentimentality. We must be balanced."

Promoters pollute Nabasheep as thickly as the smoke from the mine chimneys. The most generally held belief is that American shareholders, under pressure from the Carter administration, are directly responsible for the cutback.

People ask: Why have only lower echelon employees been dismissed? Why not the craftsmen?

A woman, leaning on a garden gate, said: "It's our land, but the Americans took it from us. They took our riches for years. Surely they could have paid us less and kept us on."

A man said: "They were used to making millions a year. Now they're willing to sack thousands for thousands."

Mr. Philip said: "The basic plan was evolved right here in Nabasheep. It was not thrust on us by Americans."

"It was designed for the survival of the company, which is obviously also: for the ultimate
Hospital

on mine is saved

THE Provincial Administration has agreed to subsidise Nababeep's mine hospital, saving the jobs of 54 personnel whose future has been in the balance following a 17 percent staff reduction by the O'okiep Copper Company.

Mr. T. P. Philip, general manager of OCC, met Dr. R. R. M. Khoze, Director of Hospital Services, yesterday to discuss a deal proposed by the mine's management for joint running of the hospital. The 83-bed hospital will continue working under OCC management, with a subsidy from the Provincial Hospitals Department effective from the beginning of August.

Mr. Philip said today the agreement would be renegotiated annually. The Nababeep hospital was threatened with closure when OCC began a severe retrenchment plan brought on by the low market copper price. Fifty-four whites and coloured medical and administrative staff work at the hospital.
16th June 1977.

Dear Colleague,

A copy of the World Bank Studies is enclosed. We hope that you will find it useful.

We would be grateful for any finance that you could lend us R1,000 to help cover the cost of producing the report.

Thank you very much also for attending.

Yours sincerely,

FRANCIS WILSON
Jobless miners to get help

Own Correspondent

CAPE TOWN — More than 500 coloured miners who will be paid off by the O'Keeffe Copper Company today — and who were still without job prospects yesterday — will meet township Action Committees on Monday for guidance in their search for jobs.

The committees were formed at a meeting this week.

They will be the main link between unemployed miners and the action committee of prominent Namaqualand miners formed in Springbok last week.

Last night, Dominee Brian Cross, of the Namaheep Nederduitsse Gereformeerde Kerk, a member of the action committee, said the township committees would hold meetings of retrenched miners in the townships on Monday night to tell them of possible relief, unemployment benefits, and job prospects.

The main action committee would stay in touch with nearby copper, zinc and diamond mines and with other prospective employers, Mr Cross said.

Most of the 183 white miners had firm job offers but of the 376 less-skilled coloured miners few had found work.

The township committees were formed to guide the coloured miners through a post-retrencing period which could prove difficult and tense, he said.
Jobless miners to meet with action committees

Staff Reporter

MORE than 300 coloured miners who will be paid off and dismissed by the O'okop Copper Company today — and who were still without job prospects yesterday — will meet with township action committees on Monday for guidance in their quest for new jobs.

The township committees were formed on Wednesday at a meeting in the home of Mrs T P "Snappy" Philip, wife of the general director of the O'okop Copper Company, in Nababeep.

These committees will serve as the main link between the jobless miners in the towns of Nababeep, Okiep and Carolusberg and the action committee of prominent Namaqualanders formed in Springbok last week.

School principals in the coloured townships will serve as the main functionaries on the committees.

The American-controlled OCC retrenched 569 miners as part of massive cut-backs while the copper mines go through severe recession, Mr Philip said last week.

FRANCIS WILSON
mine jobless

Labour will act on

By Norma West

Mr. Sonny Leon,

11/17/77
'Keep blacks out' move rejected

Staff Reporter

RUSTENBURG — A move to introduce a six-day week for black mine-workers to limit their use of white shopping centres and other facilities, was rejected here today.

But the Transvaal Municipal Association (TMA) congress agreed to ask the Government to help limit the use of white facilities by blacks by:
- Establishing better shopping centres in black townships.
- Channelling black mine workers to black townships instead of white areas on their days off.
- Getting more local black people to work on mines instead of employing foreign blacks,

Mr J F Oberholzer,

MPC, chairman of Johannesburg's City council's management committee, said that if the present 11-day fortnight for black mine workers were changed to a six-day week, other work categories would also have to work the longer week.

"Many businesses in Johannesburg's city centre will have to close. Johannesburg's central square mile pays half the rates of the city and 40 percent of the customers there are black."

But a spokesman for Western Transvaal municipalities where black mine-workers — many from other countries — used white facilities, said he and many other western Transvalers avoided Johannesburg on Saturdays because so many blacks shopped there.
BLACKS IN CITY 'A MUST FOR ECONOMY'

RUSTENBURG — A move to introduce a six-day work for Black mine workers to limit their use of White shopping centres and other facilities was rejected here yesterday by the Transvaal Municipal Association (TMA) congress.

The proposal was made by a TMA study group.

But the congress agreed to ask the Government to help limit the use of White facilities by Blacks by establishing better shopping centres in Black townships, channelling Black mine workers to Black townships instead of White areas on their days off, and getting more local Black people to work on mines instead of employing "foreign" Blacks.

Mr. J. F. Oberholzer, MFC, chairman of Johannesburg City Council's management committee, said if the present 11-day fortnight for Black mine workers was changed to a six-day week other work categories would also have to work the longer week.

"Many businesses in Johannesburg's city centre will have to close. Johannesburg's central square mile pays half the rates of the city and 40.2 percent of the customers there are Blacks."

He said the move would also hit the economy of other towns and would be regarded as a backward step.

(Sapa.)
will also get an increase. This could take effect from August 1. The FM understands, however, that the increase will fall far short of those in previous years, and will be closely pegged to the amount the whites get.

Indeed, it will probably be only 1% or 2% higher than that for whites. If, as seems likely, the Chamber offers a 5% increase for whites (FM April 22), the blacks will probably get about 5% or 6%.

The Unions are apparently still strongly opposed to the Chamber's offer.

progress by this means. Diocesan spokesman Monsignor Ralph Brown says that if anything, the bishops were somewhat late in the day in recognising their responsibilities as investors, which seem to have been awakened by a report on Consolidated published in 1975 by Christian Concern for Southern Africa (FM 12 and 26 December 1975).

He describes the talks with the company as “polite and without any acrimony”.

“We feel strongly that the migrant labour system destroys the family. We are not happy about the elements of racial injustice in the pay and trade union situations,” he added. But he declined to give details of the company’s responses on each individual point.

Mgr Brown confirmed that there were other SA shares in the church’s portfolio and that a dialogue was taking place with the company concerned in each case. There may be further sales in the near future.

A pitance in the offering... and more rands from London?

However, and even this increase could be delayed if no conciliation board deal is forthcoming.

It is also likely that, whereas whites will be offered an across the board increase, blacks will get one on minima only. So the pace of black wage increases continues to slow — this time dramatically. In 1975, black miners got a 37.5% rise. Last year, they got only 13%.

The minimum wage for an underground worker is now ZAR 250 a shift, that for surface workers ZAR 155. The latter works out at a meagre R40,30 a month. Only 5% or 6% on that is discernible.

- In London, the Roman Catholic Archdiocese of Westminster is to sell all but one of its 11,000 shares in Consolidated Gold Fields, the company which is the majority shareholder in Gold Fields of SA.

Behind the decision to sell is a two-year series of negotiations between the Archdiocese and the company, which concentrates on three main issues: the migrant labour system; earnings differentials between whites and Africans; and attitudes to African trade unions.

The bishop trustees of the Archdiocese have now reached a stage where, they say, they are unable to make any further

MINE WAGES FIN MAIL 23/11/77

Increase, but...

Both black and white miners will be offered a wage increase soon, it seems. But the black increase currently being discussed is a paltry one.

Union sources tell the FM that the Chamber of Mines' stance at the conciliation board appointed to discuss the industry’s (white) wage deadlock has now changed. “They’re now conceding that there is a cake to be shared out. We should know by Monday what they’re prepared to give,” says one union man.

One thorny area is that of when the increases will come into effect. The Chamber apparently wants to delay — perhaps until October — but the unions are unhappy about this.

If the dispute is settled, black miners
Pay rise for miners

Staff Reporter

GOLD and coal miners wages will be increased by a blanket N25 a month, from August following an agreement yesterday between the Chamber of Mines and the Council of Mining Unions.

The increase is believed to be considerably less than the rise originally requested. The agreement, which was reached at a meeting of the Conciliation Board appointed by the Minister of Labour to resolve the wage dispute, ended several months of negotiation.

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Table 6. Comparison of preference form and validity of marriage.
Award for two miners

Mercury Correspondent

JOHANNESBURG — The Chamber of Mines' award for outstanding bravery, an inscribed gold watch, is to be awarded on Thursday to two Black mineworkers at Durban Roodepoort Deep gold mine for their heroism in saving the life of a White miner in December last year.

The mineworkers are Mr. Kedukukweshe Angama (22) and Mr. Antonio Muchanga (24), who had escaped after pressure burns at Durban Deep had brought down parts of the rock ceiling.

They returned to rescue their supervisor, Mr. Willem Spangenberg.
Miners to receive R25 increase soon

JOHANNESBURG — Standard rates of union men on gold mines and collieries are to be increased by R25 across the board from the August payment, the Chamber of Mines and the Council of Mining Unions announced in a joint statement here last night.

Agreement on the increases was reached yesterday at the meeting of the conciliation board appointed by the Minister of Labour to resolve the wage dispute in gold and coal industries — Sapa
Wage increase a burden mines can carry

By DON ROBERTSON
Mining Editor

The 6% average wage increase granted to white mineworkers from next month will not have much direct effect on mining costs, although it is another factor in the inflation battle.

It is estimated that the increase will cost the coal and gold mines an extra R5 300 000 a year. Considering the size of the industry, this is not large.

It is less than increases granted in recent years which ranged up to 10% and which did influence unit costs.

The gold-mining industry in particular, has been most successful in containing costs with the average unit cost rise in 1976 being an inflation-related 14.5%. By contrast, the rise in 1975 was 29% and in 1974 it was 31.9%.

So far this year, costs have moved ahead rapidly, but this was the result of the 29% rise in the cost of Escom power in January and the fact that the large influx of black labour at the beginning of the year was mostly unproductive for almost two months.

The cost of power is worrying for the industry. Since April, 1976, Escom has increased its charges by 70%, raising the total cost of electricity to the mines from R87-million to an estimated R147-million in 1977, equivalent to a jump in unit costs of 90c a ton milled.

In the last quarter to June, cost rises were well held and in many cases were reduced as tonnage milled was raised.

In different ways, the wage rise is a triumph for both the Chamber of Mines and the white mineworkers unions and has defused the disputes declared by the unions in April.

It is believed that the unions initially demanded 35% more, but, through chamber persuasion, agreed to 6%. On the other hand, the white miners are the only organised group to receive a wage rise since the introduction of the anti-inflation measures.

More important is the inevitability of wage rises for other classes of miners. The traditional procedure is for mine officials to be considered for rises next and then the 440 000 blacks.

A spokesman for the chamber said that this would again be the case and that these increases would be considered soon. It was thought, however, that any such rises would be as small as those offered to white miners.
Miners declare dispute on pay

Labour Reporter

While hopes are high among mine officials that they will also get a small pay rise after the deal negotiated with trade unions, one of the officials associations has disclosed that it has already declared a pay dispute.

"We expect the Minister of Labour will appoint a conciliation board any day now," said Mr. H. Mallet-Veale, general-secretary of the SA Technical Officials Association.

He said the dispute was declared and an application for a conciliation board was submitted about a fortnight ago.

As in the case of the Council of Mining Unions which obtained a R250-a-month pay rise from August in a settlement reached this week - officials were told economic conditions prevented any improvements in pay or working conditions, Mr. Mallet-Veale said.

COMPROMISE

"As a compromise offer, we reduced our original demand of a 10 percent rise plus other improvements to an eight percent rise without any other benefits - but that was not acceptable to the Chamber of Mines," he said.

By today there had been no notification from the chamber that it intended to review officials' salaries.

"There is no comment that can be made at this stage," a spokesman for the chamber said.

Mr. Mallet-Veale said his association comprised about 2,500 sending engine drivers and reduction officials.
ENCOURAGING AFRICANS NOT TO WORK OVERTIME

MWU general secretary Arrie Paulus denies this. "If blacks don't come to work on Saturdays, it's because they don't want to, not because we're telling them not to. I know of cases where my men have come to work and the blacks branch is", he says. He adds that the number of Africans working on their off-Saturdays is rising.

All the mining houses except Anglo American (who reckon it's too early to tell) argued last week in the quarters that production had been hampered by the new arrangement.

Paulus retorts that production is up: "I can prove it from the figures", he says. Employers reply that it is not up as much as it should be. They make the claim that the mines' African labour complement is now full, and that this quarter's production figures are substantially down on previous periods when the mines had a full African complement.

It's not an argument that can be settled by the figures. Nevertheless, the arguments and counter-arguments are another indication of the war of words that can be expected to grow as Franszen's final report draws near.

MINE LABOUR

ARGUING ABOUT SATURDAY

The five-day week on the mines is as much an issue as ever, despite last year's 11-shift fortnight agreement between the Chamber of Mines and the Mine Workers' Union (MWU).

Last week's gold quarters, the first since the 11-shift experiment began in April, have brought the issue under the spotlight once again. But it has been simmering for almost as long as the scheme has been going.

The 11-shift fortnight will be reviewed after twelve months. Both unions and employers no doubt have an eye on the Franszen Commission into the five-day week, which is still sitting. So it is no surprise that both sides are keen to toughen up their bargaining positions.

The MWU, for instance, has been warning its members not to work overtime on their off-Saturdays, and that it will not protect them if they do extra blasting on Saturdays. Employers claim that white miners have also been

Saturday in the compound... why aren't they at work?

havent?"

Nevertheless, the concern on both sides about Saturday overtime, says mining unionists, is an indication that the MWU has not forgotten its goal of a full five-day week. "The more men work on Saturdays, the more employers will be able to say that production can't be maintained without Saturday work. The MWU is staking its claim to a full five-day week", says one.

Another union man adds that the MWU "seems to believe more strongly now that only a full five-day week is the answer".

An MWU man confirms that the five-day week "has always been our ultimate aim", but stresses that MWU complaints that some mines are misinterpreting the agreement by encouraging Saturday work are "technical matters" which have nothing to do with claims for a five-day week.

Certainly, employers would like MWU men to work the extra Saturday: "Production is dropping whatever the unions say, and we're prepared to pay overtime rates simply to maintain production at a reasonable level", says a senior mining man.

He adds that the overtime pattern is "uneven": "On some mines they're very keen to work on their off-Saturdays, on others the turnout is very small. It may depend on how powerful the local MWU
UNION MEN TO GET R25 p.m. MORE

JOHANNESBURG. – The standard rates of the 21 000 Union men on gold mines and collieries are to be increased by R25 across the board from August pay month, the Chamber of Mines and the Council of Mining Unions announced in a joint statement.

The agreement on the increase was reached last week at the meeting of the Conciliation Board appointed by the Minister of Labour to resolve the wage dispute in the gold and coal mining industries.

This year's increases were kept to the minimum in the light of the Government's call for maximum wage restraint because of the severe economic recession in the country.

The agreement resolved the disputes declared by the Council of Mining Unions with the gold mining industry on April 7 and with the coal mining industry on April 21.

Union men's wages were last adjusted in May, 1976, when pay for other than tramore was increased by amounts ranging from R36 to R47 monthly. The increases were granted in terms of the Anti-Inflation Campaign Manifesto of which the Chamber was a signatory.
Social history has been the new historians. On class structures, mobility of lower class males, relevance for the development of absorption of Euro-American East coast of data which has increased by the use of group classification techniques, leads to significant historical conclusions.

**MINE WAGES**

**Breaking the barrage**

The Chamber of Mines may have settled in its differences with the Council of Mining Unions (CMU) by granting union men a 3% - 6% wage hike. But the mine pay issue is by no means dead.

Firstly, some of the mine officials' associations are now staking their claims to wage rises. One, the SA Technical Officials' Association, has declared a dispute with the Chamber. "Our consultation board should be appointed any day now. We don't believe the Chamber can refuse us an increase now," says Technical Officials' secretary Henry Mallet Veale.

Some months ago, the Chamber told officials that they wouldn't get rises this year. While the Technical Officials didn't accept this, the other officials' associations did. But they, too, appear to be changing their minds. "We pointed out then that we were preparing to forego an increase only if nobody else got one. This week's deal changes the position and we expect the Chamber to come to us with an offer sooner," says an Underground Officials' Association spokesman.

The Chamber accepted that it would have to give the officials something if it settled with the CMU, he says.

The second issue is that of African wages. An award should be made soon - but it is likely to be little more than a token increase when compared to those of previous years (FM last week).

**Ripples in other sectors**

It's also likely that this week's deal will have an effect on engineering industry negotiations.

Most CMU unions are also party to the Sefisa talks. They point out that the Chamber stressed throughout its talks with them that it was arguing not on the basis of its own ability to pay, but of the example an award would set to other industries.

"They keep on telling us that the mines were a benchmark for industry. Now that they've settled, we're going to take them up on that. We regard this week's agreement as a substantial breakthrough," says SA Electrical Workers' Association general secretary Ben Nicholson.

But Sefisa director Errol Drummond is unperturbed. "It's like comparing apples with pears. We aren't in the fortunate position of being able to fall back on a commodity like gold. Lay-offs are increasing, many firms are working short-time and we simply can't afford what the mines can," he says.

Nevertheless, the Chamber's insistence on bargaining on the basis of general economic conditions, rather than on the position of its own members, may yet be felt in other negotiations.

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BLACK MINE WORKERS GET 6PC PAY RISE

The Argus Correspondent

JOHANNESBURG. — The 440,000 black miners and collieries will get a 6 percent pay rise next week, increasing the starting wage of an underground novice from R65 to R68.90 a month.

At present the average monthly wage of black mine workers is R102.40 plus free board and lodging. Their percentage rise is estimated to be slightly higher than the percentage rise in the average pay rate of white trade union men who are getting R125 a month more in wages and cents this amount to a substantial widening in the pay gap.

However, various factors have a bearing on the situation.

The black pay rise costs about R30 million a year, while the white pay rise cost R320 million. The Chamber of Mines says black pay increased fivefold from 1971 to 1976 while white pay almost doubled in that period.

May 1977
Black mineworkers get 6pc salary rise

JOHANNESBURG — The salaries of all black workers on gold mines and collieries will be increased by about six percent from the first of next month at an annual cost of nearly R30 million, the Chamber of Mines announced here yesterday.

A new minimum starting rate for a novice underground worker will be R68,90 a month, plus free board and lodging.

Rises above the minimum are set by the mining companies in a series of job-categories depending on skill and experience. Average earnings before the increase were R102,40 a month, plus free board and lodging.

In the period 1971–1976, white mine employees' earnings increased five-fold.
African miners get 6pc pay rise

By CLIVE EMDON
Labour Correspondent

PAY FOR ALL 440,000 African workers on gold and coal mines will be increased by about 6% from next month. This will cost the industries R30-million.

In an announcement last night the Chamber of Mines said the minimum starting rate for Novice underground workers would rise from R65 to R68,90 a month.

Workers also received free accommodation, food and other benefits worth more than R40 a month.

The Africans' pay rise follows last week's compromise between the Chamber and the Council of Mining Unions which gave a R25-a-month increase to the 18,000 miners and artisan members of the seven white unions.

All pay rates above the minimum are set by individual mining houses according to skill and experience.

The current average earnings — including overtime — of African underground gold miners is R102,40 a month. It has risen more than fivefold since 1971, when it was R18 a month.

The Chamber of Mines said that prior to the rise increase the average earnings of white miners and artisans on gold mines had been R84,93 a month. The figure for coal mines had been R53.

The Chamber of Mines said the 6% rise for African miners — made "against the background of deepening recession" — was in accord with the Government's call for wage restraint.

Two weeks ago the 3,500-member Technical Officials Association, which represents white mine engine drivers and reduction officials, declared a wage dispute with the Chamber.

The Minister of Labour, Mr S P Botha, will now appoint a conciliation board to resolve the dispute.
Wage gap on
top:
R700 a month

By CLIVE EMDON

Labour Correspondent

THE WAGE GAP between

average earnings of black

and white mineworkers

has nearly doubled in the

past seven years and now

stands at more than R700

on monthly pay.

The ratios between

earnings have closed con-
siderably — they were

1.24 in 1971 and now

stand at 1.53 on gold-
mines, and though white

earnings have nearly
doubled in the seven-
year period while black

earnings have increased

by more than fivefold,

the wage gap in cash

terms continues to rise

rapidly.

The Chamber of Mines

has released figures to

the Rand Daily Mail which

show that current average

earnings (including over-
time) of white miners and

artisans on goldmines is

R443 a month and on coal

mines R354 a month. This

is before the white wage

rise of R25 a month which

comes in next month.

Average earnings of

black miners on both

types of mine is R102.40

a month says the cham-

ber. The average, emba-

used all 420,000 black mine-

workers at surface and

underground jobs.

The Chamber of Mines

gave the following annual

average earnings for min-

ers since 1971:

<table>
<thead>
<tr>
<th>YEAR</th>
<th>WHITES (gold)</th>
<th>WHITES (coal)</th>
<th>BLACKS (gold and coal)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1971</td>
<td>R432</td>
<td>R386</td>
<td>R13.44</td>
</tr>
<tr>
<td>1972</td>
<td>R472</td>
<td>R416</td>
<td>R21.52</td>
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<tr>
<td>1973</td>
<td>R519</td>
<td>R548</td>
<td>R29</td>
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<td>1974</td>
<td>R675</td>
<td>R620</td>
<td>R47</td>
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<td>1975</td>
<td>R702</td>
<td>R729</td>
<td>R79</td>
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<tr>
<td>1976</td>
<td>R843</td>
<td>R834</td>
<td>R92</td>
</tr>
<tr>
<td>May 1977</td>
<td></td>
<td></td>
<td>R102</td>
</tr>
</tbody>
</table>

Taking the gold and

colarage earnings of

black against average earn-
ings of white gold mine-

ers, the wage gap has

increased by 79%, and

for white coal minework-

ers and blacks by 99%.

The Chamber this week

announced a 6% pay rise

for all black minework-

ers.

The Department of Sta-
tistics says the cost of liv-
ing has nearly doubled

since 1970 — with the con-
ssumer price index rising

by 83.3 points.
Copper mine

men find jobs

ABOUT 140 of the 376 coloured labourers retrenched from the O'kpee Copper Company in June have found alternative work, the general manager of the company, Mr Peter Philip, said yesterday.

And the action committee formed to help retrenched workers has also found employment for a further 100 workers in a Port Nolloth canning factory, from November this year until June 1978.

'It is difficult to estimate, because when people leave us we do not know if they get jobs,' Mr Philip said.

But from information from his personnel department and from his own estimates, he thought it likely that 85 had definitely found jobs, plus a further 50 or 60 'possibles.'

"But this is more of a gut feeling than anything else," he said.

Accurate estimates were also difficult because none of the labourers had left their houses. They have been given tenure until the end of August and Mr Philip said many who had found work in neighbouring areas left their families in Nababeep.

Mr Carl van Wyk, local agent for the Department of Labour who heads the action committee formed after the retrenchment to handle re-employment and stop an exodus from the area, said yesterday that the situation was not as bad as had first been thought.

He had secured work for 100 workers at the Jackson Canning Company's factory in Port Nolloth, although they would only be able to start work when the crayfish season opened on November 1.

Some workers had also been taken back to replace workers who had left the employ of the mine of their own accord.

DR G J KOHN of the Uranium Enrichment Corporation has been appointed head of the CSIR's Magnetic Observatory in Hermanus in place of the retiring Mr A. M van Wyk. Dr Kuhn, a graduate of the University of Potchefstroom, is known for his work in upper atmosphere physics in Antarctica. He will take up his post at the Magnetic Observatory on September 1.
employees on its gold mines, announcing that it will request that the determination be cancelled or suspended. Although the letter is a general brief on Anglo's policy towards African job advancement, it's obviously aimed at the determination. Possibly Anglo also has in mind the possibility of further clashes on the jobs colour bar.

The corporation, says the letter, has no intention of introducing a wide range of changes in job structures. Further, no changes will be made “until they have been discussed with and understood by the white employees concerned” and their unions. The letter also says that no white will lose employment or suffer a drop in pay as a result of job changes, and that white jobs won’t be given to blacks at lower pay rates.

Despite the assurances, unions say they are unhappy with two clauses in the letter. The one says that “at some time in the future, rates paid to present employees may not necessarily be paid to new employees in the same job.” The other states that “no present white employee will be paid at a rate lower than present.”

White labour may therefore be protected now, say the unions, but what will happen in the future? They add that they also want to know why Anglo put the letter out in the first place if it wasn’t planning changes.

Replies an Anglo spokesman, “We are aiming to give workers a clear indication of our policy, and to follow up the industrial relations courses we’ve been running for white employees.”

The key reason, however, is the deter-

**JOBS COLOUR BAR**

**Anglo’s tougher line**

The Industrial Tribunal is assured of a lively time when it meets on August 8 to review job reservation determination 27 (FM July 8).

The determination, under section 77 of the Industrial Conciliation Act, reserves the jobs of ventilation official, sampler and surveyon on the mines for whites. And, unlike most of the tribunal’s reviews of statutory job reservation so far (which are merely legal issues), it’s something of a hot potato.

First, Arne Paulus’s Mine Workers Union (MWU) called on all workers affected by the determination to demand its retention. He suggests that they instruct their union, the Underground Officials’ Association, to oppose its withdrawal.

Now Anglo American has hit back. It has circulated a letter to all white employees.

The letter aims, says the Anglo man, to “allay feelings of insecurity among whites concerning our evidence to the tribunal. We want to reassure them that no individual’s job is in jeopardy if the determination is cancelled.” It also hopes to counter any adverse propaganda generated by Mr Paulus, particularly through *The Mineworker*.

It seems that Anglo is now preparing to fight Paulus on the job reservation issue. How does Paulus react to the circular? He’s not saying — at least not until his official reply is published in the coming issue of *The Mineworker*, he tells the FM.

The tribunal’s decision on this reservation should give a clear indication of whether its concern stops only at “paper” job reservation orders — or whether it is going to stand up to the white unions.

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**The Mineworker**

**Financial Mail August 5 1977**

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**Financial Mail August 5 1977**

S - Heteropogon contortus is associated with Elionurus argenteus in areas of higher cover where soils are slightly shallower.
Mine union in new shift row

By DON ROBERTSON
Mining Editor

THE DISCORD between the Mineworkers' Union and the gold mining industry over the 11-shift fortnight has reached a new impasse.

On the one hand the industry has claimed that the new working system has resulted in a loss of production estimated at 6 percent. The union claims that its introduction has merely restored an increase in production which it has estimated at 7 percent.

The contrasting figures result from the changes produced by the gold price for the quarter to June. It certainly shows that for the industry as a whole, a total of 2,657,000 tons were mined compared with 1,904,000 tons in the March quarter.

But without fail, all gold mines reported that in the quarter to June production, although generally higher, was not higher, nor less, than could be achieved by the 11-shift system.

Mr. Major, the president of the Mineworkers' Union, quoted the figures. He pointed out that for the first time since the 1942 June quarter, the mines had a full labour complement. This should have resulted in a bigger production increase than was actually experienced.

In contrast, Mr. J. "Arnie" Paulus, secretary of the Mineworkers' Union, says in the latest issue of "The Mineworker" that the 11-shift system was only temporary and that the workers had something to do with the new increase. Sermattle, such as these seem destined to achieve nothing except animosity, bearing in mind that both sides have agreed that it will take about a year before the full effects of the new working system can be assessed.

The Chamber of Mines is understandably reluctant to comment at this early stage. Nevertheless, its latest figures show that the new system is proving successful.

Upon presenting themselves at the Association's Southern Rhodesia, in addition, the W.N.L.A. (originally entered into farmers' Union in 1943), whereby W.N.L.A. would remain undisturbed. This agreement was those workers recruited for the mines but not disturbed.

petition' between the two bureaux worked

the higher wages stipulated on the latter's

ant determinate of the distribution of labour

Nyasaland government limitations on permissible

abled the R.N.L.S.C. to secure a growing

art maximum was periodically re-negotiated

and a similar pattern of W.N.L.A. superi-

R.N.L.S.C. recruits from this country being

in 1953, whereby Nyasaland political power of Southern Rhodesian employers,

continued to dominate the Nyasaland foreign contract labour market.

Southern Rhodesia continued to place most of its reliance on the

v system though the R.N.L.S.C. did build up annual recruitment

ively high level. The peak was reached in 1956 with a total

t of 16,234 workers. After 1958, with the onset of economic

in the Federation, the growth of a substantial labour surplus

in Rhodesia and the adoption of a new foreign labour policy by

n Rhodesian government, the R.N.L.S.C. contract system faced

increasing supply constraints. Its annual throughput began

ally to be run down. This occurred as W.N.L.A. hegemony in

became more easily asserted and as farm wages fell seriously in

in Rhodesia after 1963. By 1960 the Chamber of Mines (S.A.)

ited 83,000 'Tropicals' (20.9 per cent of all their African mine-

South Africa). By 1973, as may be seen in the table below, the

Malawian workers alone had reached 106,638 or 27.7 per cent

of the total complement.

/Table 1

12/
MINE WAGES

Minuscule increase

Despite the 6% wage rise for black miners announced last week — and predicted by the FM on July 22 — the minimum monthly wage on gold and coal mines is still only R42.90.

This is the starting rate for blacks working above ground. Surprisingly, however, it was not mentioned in the Chamber of Mines' press release on the new black wages. It referred only to the new starting rate for underground men — R68.90 — and the fact that average black earnings prior to the increase were R102.40 a month.

In June, according to the Chamber, there were 389,350 Africans working on gold and 73,515 on coal mines falling under its umbrella. Men on the surface constitute about a third of the black complement on collieries and one-quarter of it on gold mines.

The 6% increase is of course barely more than half the current rate of inflation. The Chamber acknowledges that black miners, as well as white, are suffering a "diminution of real earnings", but says that blacks are "cushioned against this to an extent by the provision of free board and lodging". This it values at R40 per man per month, but says the figure is being revised "in view of the substantial increases in costs in the past year".

Pointing to the five-fold increase in black wages in the period 1971 to 1976, the Chamber says that "there has been little or no improvement in productivity. There are obvious limitations on the granting of increases without appropriate advances in productivity. At present, the categories of work performed by black and white are so far apart that even with large percentage increases at the lower levels the wage gap tends to widen".

With minuscule increases at lower levels, it widens even more. Current average monthly earnings of white union men are R843 all-round.

The Chamber adds that "the mining industry wishes to see a unified wage structure for all employees with job opportunities for blacks in higher-paid work categories. It is only along the road of job advancement that significant progress can be made in the closing of the
wage gap.”

For black miners, it’s a classic case of Catch-22. Wage rises must be related to productivity gains, but the manner in which black miners’ abilities are utilised and their productivity depend on the kinds of jobs which whites allow them and train them to perform.

The large percentage increases in black pay in the past few years are of course not unrelated to the serious labour shortages which the mines have experienced. With the mines currently flush with labour, and an abundance of unemployed throughout southern Africa, supply-based reasons for increasing black wages are not now operating.

The supply-price of black mine labour is further held down, of course, by the fact that black miners have no wage bargaining rights within a market where basic wages are not determined by competition but regulated by agreement between the mining houses.

Grass species are *Eragrostis chloromelas*, *Elionurus tortus*, *Brachiaria serrata* and *Eragrostis capensis*. *Eragrostis sclerantha*, a species found only on sandy soils elsewhere, is more common in this situation.

*Digitaria monodactyla*, although choric-choro-melas - Elionurus argenteus - Heteropogon is a co-dominant grassland community.

Sample sites in plot numbers 207, 149, 144, 143, 4.

is medium high grass (Fosberg, 1961) and grassland according to the annotation classification has a graminoid basal cover of more than one per cent and a dwarf shrub aerial cover of less than two per cent.

Basal cover for this type is generally above four per cent. This grass complex has a photo colour of Brown (Br) with accompanying colours of light yellow-grey-purple (lygyp) depending on the total species composition. Where the cover drops there tends to be a grey photo image response to *Eragrostis chloromelas* dominance.

There is a positive relationship between this community and the microrelief hillocks which have sandy Clovelly and Mispah form soils associated with them.

These co-dominant species alternate in being the primary dominant. The dominant species are those that make up at least 10 per cent of the total basal cover, while the primary dominant is the species with the highest basal cover. Where overall heavy grazing has been evident, *Eragrostis chloromelas* occupies the dominant position, especially when damage to the vegetal canopy has occurred and where cover values are lower. *Elionurus argenteus* is favoured under a lighter selective grazing, particularly on the southerly aspects. This finding is at variance with Roberts (1971) though Opperman and Roberts (1974) suggest that there is a correlation between the occurrence of *Elionurus argenteus* and the southerly aspect. *Heteropogon contortus* is associated with *Elionurus argenteus* in areas of higher cover where soils are slightly shallower. *Heteropogon contortus* favours the
Mines chief optimistic on labour

JOHANNESBURG. — The mines' black labour supply position is encouraging, says Mr L. W. P. van den Bosch, the new chairman of the Chamber of Mines.

Mr van den Bosch said in an interview the black labour supply had been about 100 percent of requirements since January. Of the total 82 percent came from South Africa and Transkei.

Signing of South African labour on a six-monthly basis had led to a

FINANCE

drop in productivity because it took some months before a man reached his peak of efficiency and then if he kept his six-monthly agreement he left the industry after only a few months of working efficiency.

However, his labour would be more stable in future, aided by the return to the mines of experienced men.

RECESSION

At present, unlike in previous years, there were not many miners breaking their contracts.

One of the main reasons must be the economic recession which has made the employment possibilities of the mining industry more attractive.

IVES, R.

The industry now had a wider selection of volunteers in the recent past.

Because of this the industry was confident it would not have the shortage of men there was at the end of last year.

MAINTAINED

Mr van den Bosch expected gold production to be maintained although the effects of the 11-shift fortnight had still to be accurately evaluated. He expected uranium production to rise strongly.

He was also confident about growth in the long term. He believed the greatest impact on price would be through speculation and investment, aided by a steady growth in industrial demand.

In the long term he believed the gold price would continue to rise at least as fast as the rate of inflation of paper money, he said. — Sapa.

827th, 226th, 318th, 263th.


logical surveys.

& Faber, London.

A report by the South African Earthquakes and Other Seismic Events Investigation Committee co-ordinated by the


Comparisons of environmental conditions with principal components of the Earthquake for the South African Earthquakes and Other Seismic Events Investigation Committee 1963.

A. A. A. Platts, J. A. 1962. Further observations in the well.

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Photograph by John R. 1977.
Laid-off miners are still jobless

Own Correspondent

CAPE TOWN — About half of the coloured miners retrenched by the O'Kane's Copper Company two months ago have been unable to find other work.

The general manager of the company, Mr. T.R. Philips, said at the weekend retrenchment was only an exercise because records were not kept on former employees.

The company announced early in July that it was retrenching 193 white miners and 700 coloured and surrounding operations because of a slump in world copper prices.

Five hundred black workers would be repatriated to the homelands where their contracts expired.

Mr. Philips said he was only aware of one white miner who had failed to find another job.

Most of the families of coloured workers had remained in Namaqualand, but some were probably as well as those who found jobs elsewhere.

The action committee formed to find jobs for the workers was now inactive, but a charity sub-committee was still helping families in need.
Van den Bosch sees firming gold price

Confidence on mine labour and containing costs

By ADAM PAYNE

IMPROVED labour supplies in the gold-mining industry, firming gold prices in the long term and cost increases this year limited to between 13% and 15% are predicted by the president of the Chamber of Mines, Mr Lyne van den Bosch.

Interviewed by SAIMM and Engineering Journal, he said that increases in white and black wages and in officials' pay would probably account for 50% of increased costs. He considered the black labour situation more encouraging than it had been for several years.

He did not expect the big valley—the shortage of black labour—to develop at the end of this year as it did last year.

There was a far better mixture of labour, he said, with men from Rhodesia, Malawi, Mozambique, South Africa, Transkei, Lesotho and Swaziland.

"Indications are that the labour force is far more stable than in the past. One of the main reasons must be the economic recession which has made the employment possibilities of the mining industry more attractive.

"Africans realise there is more stability in mining than in other industries which have been hit by the recession and have paid off workers."

The six-month service contracts of the South African workers had led to a drop in productivity because it took months for a man to train and soon after he had achieved efficiency and fitness, he left.

Mr Van den Bosch forecast that this labour would be more stable in future with the situation improving as experienced men returned to the mines.

On investment in gold mining and in South Africa generally by overseas investors, he believed confidence would increase as the economy of South Africa improved.

"I am confident that we have left the bottom," he said.
Another labour dispute has been declared in the mining industry. For now, however, it seems that it will be settled without the help of a conciliation board.

The dispute was declared by the Mine Workers' Union (MWU) after negotiations for a new wage agreement with the American-owned O'Kiep copper company broke down.

The MWU's chief complaint is that O'Kiep was attempting to substitute coloured for white workers at a time when white workers are desperate for jobs, because of recent layoffs at the mine.

According to the union, O'Kiep demanded the concession in exchange for agreeing to the same wage rise (R25 per man) which mines affiliated to the Chamber of Mines granted earlier this year. While O'Kiep is an associate member of the Chamber, it is not covered by Chamber agreements.

O'Kiep's general manager, Peter Philip, replies that the company's request was misunderstood: "We weren't asking to move coloureds into white jobs permanently. We are linking up to Escom, power soon, which will mean that our own power stations will close down soon. We only wanted to use coloureds there until they do close down."

He adds that "This is the only sensible thing to do because whites are obviously not keen to work when they know they will be laid off soon. This won't be a problem for coloured workers, because they can be placed elsewhere once the stations close, he claims.

According to Philip, MWU general secretary Arnie Paulus refused to discuss this issue at the last meeting between the two parties, arguing that it was "the thin end of the wedge" and that it would give management an opportunity to replace whites on a larger scale.

Paulus tells the PW that the company initially asked for permission to replace coloured workers in all areas of its operation, but subsequently backed down. "They told us it would cost them R30 000 to bring 20 whites to the mine and that this was too costly. It's only now that they are saying that they only want to use coloureds in the power plant."

It seems, however, that the dispute will now be settled. Says Philip: "We have explained the situation to the union and I think they now see that we aren't trying to phase their members out permanently.

Paulus agrees that a settlement is likely next week, when he is due to meet O'Kiep management.
The war of words over the 5-day week/11-shift fortnight on the mines continues unabated. At the same time, Minister of Mines and Labour Fanie Botha recently informed the parties involved that the Fransman Commission enquiring into the matter would not make a final report.

The Government Mining Engineer tells the FM that the commission has been instructed to monitor the progress of the 11-shift fortnight and to present quarterly reports to the minister.

Any further report from the commission will simply be an edited version of the interim report published earlier this year.

Both the employers and the Mine Workers' Union (MWU) are hard-trying to strengthen their bargaining positions in the August deadline for the 11-shift fortnight experiment.

The MWU will not doubt be pressing its claim for a full five-day week when April comes around while the mines are equally likely to resist this.

Recently, Goldfields' Chairman Adnaan Louw blasted the 11-shift fortnight, claiming it had drastically affected production. For his part, MWU chief Arne Paulus charges that mine management is "sabotaging production" by withholding materials from his men and not clearing ore passes. Mine management, he alleges, are trying to contain production in order to thwart the five-day week.

"Nonsense! What management ever deliberately tries to keep production, and hence profits, down?" replies one industry man. He also charges that the union is simply attempting to explain away unsatisfactory production levels.

Paulus says that some management members have been trying to induce MWU members to work on their off-Saturdays by, for example, offering them legal assistance if they work on those free Saturdays and contravene mine regulations.

Recently the MWU suspended one member whom its executive said was working "excessive overtime". Paulus now tells the FM that he "has no complaints" about this aspect of the agreement. "There have been no further problems with overtime work" he reckons.

Deep down at Western Deeps... hanging on for a five-day week
Greater accent on labour ahead

A MORE labour intensive basis for development would come into play next year which would increase the local content in capital investment and would be good for the local capital goods industry, Mr M C O'Dowd, a manager of Anglo American Corporation, said at the Business Outlook conference.

"In the longer term the prospects for the local capital goods industry are better than they have been for some time in the past."

"In 1978 there will be no increase in demand for capital goods from the consumer oriented manufacturing sector."

"Even if the recovery in that sector gets under way - which it well may do - there would be no increase in demand for capital goods from the mining industry. At best, the demand would remain level - at worst it would fall off somewhat."

"There might be an increase from the public sector.

"Though I would not expect this to do much more than to take up any slack created by a fall in demand from the private sector."

"Overall the prospect is one of a sideways movement," said Mr O'Dowd. (Sipho.)
More 11-shift woes

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The Teba complex at Eloff Street, Johannesburg.
Bottom right shows existing hospital now being renovated while the new Wenesa Specialist Hospital is on the right of the sports field. Above the field and to the right are the processing centres and living quarters, while at the top right are staff houses.
Booyens station is at centre left and Eloff Street cuts across the bottom left-hand corner.

flow and from South Africa — incoming recruits and outgoing repatriates — reaching 1,600 to 3,000 a day, the Teba undertaking will be a vital service.

From the complex there will be an outgoing of men to the mines in a way which has no precedent in South African labour relations.

TV, films

There will be a medical check building, and living quarters for the two-way traffic, and mine couriers will guide the men through 'the settling-in procedures.'

The men will be under the supervision of a large and permanent staff, and other features of the complex will include recreation area, kitchens, a bus station and rail link at Booyens.

There will also be a record-of-service department, as well as a television and film unit which will make both educational and entertainment films.

A special feature, too, will be a public relations media department which will cater for black leaders who may wish to send visitors to the industry.

There will also be VIP quarters for the black leaders.

Says Mr Crawford: "We have had overwhelming favourable response from homeland leaders who have been invited to see conditions on the mines at first hand — among them Chiefs Buthelezi, Phatudi and Mangope."

Hospital

Allied to the venture will be the Wenesa Specialist Hospital of the Chamber of Mines — a 500-bed hospital with the most modern and sophisticated equipment.

The cost per bed at the hospital is more economical mainly because of advances in planning and lay-out, while still maintaining high standards in equipment and facilities.

The hospital will provide an entire range of specialist services in all disciplines, and will be staffed by a full-time staff which will also provide a consultative service to other hospitals in the industry.

Says Mr Patrick Lowe, surgeon superintendent at the hospital: "This hospital is intended to provide a specialist medical service equal and parallel to that already provided for whites within the mining industry."

Additional land for Johannesburg's Teba, which will cover 6 ha, was bought from Rand Mine Properties for R1.2-million.

The main contractor is Tiber Bovner, and the value of the project to the company will be more than R5-million — a welcome injection of funds into today's ailing building industry.

Social boost

Architects, Nell Powell Nell Inc., are responsible for the design of all the projects, which are worth R15-million.

LTA has been awarded the Oberholzer and Welkom contracts at a total value of more than R1.3-million, while earthworks at Eloff Street were won by R400 000 to Murray Roberts.

Teba is more than major property development, but a grand exercise in social well-being in times of change. In its foundation could be bedrock of strengthening relations with states from where draw the resources manpower.

Certainly, it is testimony to the intentions of Africa in caring for men who come to mines.
A vast new undertaking is taking shape to upgrade the facilities and services for mine manpower — one of South Africa’s vital assets. FRANK JEANS looks at Teba — the new giant which is striding out in a new labour relations venture which bids fair to revolutionise the concept of living conditions for migrant mineworkers and act as an exercise in good relations.

The great mine labour revolution

A giant grows in Eloff Street

South Africa is swapping away the "transit camp and compound" image which once welcomed thousands of workers who came from southern Africa to work in the country's mines.

A new front is developing in Johannes- burg, for migrant workers is taking shape, particularly at the old one on one of the country's historic mining sites in Eloff Street — Lennox Deep.

This main artery in the mainstream of grant labour will be five other satellite complexes, and is the call of The Employment Bureau of Africa (Teba), the labour arm of the Chamber of Mines.

The Eloff Street giant will have spin-offs at Oberholzer and Welkom, while three others are possible at Klipdrift, Evander and Rustenburg.

The projects are being developed to match the needs of one of South Africa's most precious assets in the world — mine manpower.

The contract for Teba in Eloff Street will be finalised next week, and will involve a capital outlay in the region of R3-million for buildings, land costs and earthworks.

Says Mr Archie Crawford, manager of Teba

With the mine labour revolution...
LABOUR RELATIONS

Anglo’s policy

Circulating somewhere within Anglo American is a document containing guidelines to be followed by the group's industrial companies in their dealings with African employees. A glimpse of the thinking behind this document is contained in an article by Anglo executive director Zach de Beer in the latest issue of *Opium*, published this week.

De Beer says that “it is unreasonable and self-defeating to deny workers the ultimate right to form the organisations they want.” Referring to Harry Oppenheimer's statement in 1974 that black workers would not accept forms of representation which differed from those available to whites, De Beer adds that “it is not for management to tell workers what form their representative organisations should take. The choice must be theirs.”

Drawing on extensive appraisals which Anglo industrial relations staff have made of worker representation systems in Britain, the US, West Germany, Japan, and Zambia, Anglo favour a “two-tier” system of labour relations. This involves marrying certain aspects of the Industrial Conciliation Act (which provides for trade union rights for white, coloured and Indian workers) with the committee system for African workers established by the Bantu Labour Relations Regulation Act.

De Beer says: “There are people who see works and liaison committees as an alternative to trade unions, and either support or oppose them as such. In our view, both attitudes are based on fallacy. We are sure that the enterprise level committees should be seen as complementary to, and in no sense competitive with, any unions which may develop.”

De Beer sees committees as “democratising” trade unions and preventing their becoming estranged from their members. He also makes the point, however, that factory level committees or works councils should be elected by all the workers in that factory, regardless of whether any or all of them belong to trade unions.

At the same time, however, trade unions will serve to give the factory level committees or councils strength and expertise.

De Beer’s views on this question have much in common with the code of conduct recently adopted by the EEC (FM September 7) and the practices followed by some of the black unions associated with the Urban Training Project.

De Beer also refers to the current debate in South Africa on in-company unions (FM July 15). Anglo is “not intrinsically hostile to the company union — we simply say that it will succeed if the employees want it and have trust in it and will fail if they do not.”

De Beer adds that Anglo prefers industrial unions to craft unions and unions based on ethnic loyalties. In the long run, “developing separate institutions for black workers may be almost as dangerous as denying them any bargaining rights at all.” However, he concedes that “race conscious blacks” may now refuse to join non-racial unions even if asked to do so.

“If for this reason separate black organisations have to be accepted we believe they should be regarded as temporary and every effort made to bring them together with those organisations in existence when this becomes possible.”

Of course, as De Beer notes, sound industrial relations depend as much on government policy and on changes in legislation as on employee and worker participation. Enunciating principles such as these at a head office in Main Street is one thing. Getting them put into practice throughout a vast organisation like Anglo is quite another — “preaching from the centre.” De Beer says: “will by itself achieve nothing. It is at factory level and especially on the shop floor and shaft interface between black and white employees that constructive action is required.

And that, precisely, is the challenge which De Beer and all those under him now have to meet.
WIEHANH COMMISSION

Mining men at odds

The mining industry is battling to reach consensus over its evidence to the Wiehahn Commission. There has even been talk of some mining houses not associating themselves with the Chamber of Mines' evidence.

The FM understands that the Chamber's attempts to draw up proposals for Wiehahn have been delayed by an agreement between liberal and conservative factions within the industry.

The liberals, said to be led by Gold Fields, apparently argue that migrant miners should be represented by "mine level committees" or "enterprise unions" only. The liberals argue that the conservatives' proposals will make it impossible for the industry to achieve a unified industrial relations structure and that full trade union rights should be extended to black miners.

The conservatives seem to want to be left free to devise their own form of worker-management communication. The liberals reply that this could allow some mining houses to get away with virtually no worker representation while others bargain with strong worker bodies.

The FM understands that the dispute has been referred to the Chamber's executive, which agreed to draw up a document to submit to the Commission.

This has not yet been fully debated, however, and some sources say it's unlikely that agreement will be reached when it is debated.

The Chamber claims, however, that the matter has been resolved. "We've reached consensus and a document is being drawn up. This should get to the Commission by the October 30 deadline," a spokesman tells the FM. He concedes, however, that the document "has not been approved by the Chamber yet."

Some of the more liberal industry men fear, however, that even if a document is agreed to, it will be of little value. "It will probably be very vague, in an attempt to satisfy all parties. Its the old problem of watering down principles to preserve consensus," says one.

There is even a possibility, he says, that some of the houses will "go it alone," as far as evidence is concerned.
Death fall at mine

A MINER, Mr Peter Gerhardus Viljoen, 39, was killed at the West Rand Consolidated Gold mine near Krugersdorp yesterday when he slipped from a ladder and fell 15m to the bottom of a shaft. Mr Viljoen leaves a wife and two children, a son aged 14 and a daughter aged 10. Sup.
Gold mine productivity level down

LABOUR productivity on the gold mines is dramatically down despite denials from trade union officials.

Since the compromise arrangement of the 11-shift-fortnightly agreed between the Chamber of Mines and the Mineworkers Union started in April this year, labour costs have soared. A 12-month trial period has been scheduled to find out whether production can be maintained without additional costs. By this arrangement, mineworkers are entitled to have alternate Saturdays off, but many volunteer to work an overtime shift. A similar arrangement has been made for black workers.

Union officials contend that production since April equals that of the previous quarter and that this proves that miners can produce as much with the 11-shift fortnight as with the previous six-day week.

But mine management says production was way down in the months prior to the introduction of the 11-shift-fortnight because of an acute shortage of black workers. This shortage has now been made up and mines are working with a full complement of blacks. Therefore they say production should have increased — but it hasn't.

It is clear the Chamber of Mines would not like the 11-shift fortnight to be adopted permanently.

Because of the new arrangement, a black worker now receives 2½ days pay for Saturdays worked on overtime and this is well over a third of his week's pay. This has increased black labour costs dramatically.

Chairman of Goldfields of South Africa, Adrian Louw, says the situation has now been created where the discretionary portion of monthly disposable income earned by migrant mine workers is greater than that of unskilled men in industry.

The miners have reached the situation where they will be forced into mechanisation instead of maintaining their labour intensive operations.

Louw points out that in a country calling for some 200,000 new work opportunities to be provided each year, this would be a very harmful step.

Yet more critical productivity headaches face mine management with black productivity. The proportion of labour from South Africa and the Transkei, compared to outside sources, has increased to 83 percent compared with only 22 percent four years ago.

Unfortunately, local migrant labour will generally sign up for short term contracts of six months duration only and this is a contributing factor to the dropped productivity.
Platinum mine cuts staff by 5,200

RUSTENBURG Platinum Mine is reducing its workforce by 200 whites and 5,000 black employees because of a 10 to 25% cut in production.

This was announced yesterday by Johannesburg Consolidated Investments which runs the operation.

The retrenchments will be the second at the mine in less than three years.

In 1975, 3,500 whites and 5,000 blacks were laid off when Rustenburg Platinum cut production by 25%.

The statement announcing the cutback said: "A reduction in the rate of Rustenburg's output will help to bring the world-wide supply and demand position into balance and will also result in a deflation of capital expenditure."

The length of the cutback would depend on future developments, but every effort would be made to find alternative jobs for affected employees, the statement added.

A spokesman said yesterday that retrenched employees would be put into other jobs in the company, wherever it was possible.

He said black mine workers would not be "retrenched" but, on the expiry of their contracts they would not be replaced.

Artisans who are being retrenched have been given 14 days' notice. Shift bosses and those in more senior posts are getting 30 days' notice.

See Page 16
veyors and ventilation officials for whites.

It is this aspect which the Tribunal is reviewing, and by all accounts, finding something of a headache. While it has already reported to Labour Minister Frank Fidler that a solution to this problem has not yet been found, No 27 and the others, which have been agreed to, have been dead letters anyway. No 27 is supported by the trade unions concerned, in particular Arne Paulus’s Mine Workers’ Union.

Many top labour men would like to see No 27 go, but few are willing to appear in the face of strong union opposition.

Until recently, the attitude of the SA Confederation of Labour towards job reservation determinations was showing signs of softening. The FM understands, however, that most unions within the Confederation would probably be prepared to see statutory job reservation go — but only if it is replaced by some other measure protecting white jobs.

New reservations for old?

The Industrial Tribunal is still wrestling with job reservation on the mines. The mining colour bar takes various forms, one of which is Determination 27, which reserves the jobs of mine samplers, etc.


Nieuwoudt . . . which way will he jump?

Says one Confederation member: “We realise job reservation in its present form is unacceptable to the outside world, so we would be prepared to see a ‘window dressing’ move which would scrap it. We feel, however, that it should be replaced with another way of protecting our members and, if this isn’t done, that job reservation should stay.”

Some sources fear that the Confederation’s attitude to job reservation may have hardened again, however. They point to the appointment of Iron and Steel Workers’ chief Vesper Bornman as secretary of the Confederation. Bornman has in the past been a staunch supporter of job reservation in its present form.

And Confederation president Attie Nieuwoudt’s own union, the SA Municipal Employees’ Association, is apparently upset by recent experiences with the Cape Town municipal government, which it fears, is phasing out whites and replacing them with coloured workers.

Despite this, however, some Confederation sources are confident that the Confederation will agree to a change in job reservation policy. This could pave the way for legislation during the next Parliamentary session.

Aims of Project:

To sell farm in the Cape Times under twenty years column in order to raise funds for a mother project.

For the best effect in handwork, this project becomes the property of a portable workshop if the portable will be used as a living room at the property at the end of the year. The portable will be used as a living room, on a monthly basis.

To sell farm in the Cape Times under twenty years column in order to raise funds for a mother project.
JCI to pay on merit  

JOHANNESBURG - All employees of the Johannesburg Consolidated Investment Company will be paid on the basis of merit and not colour, said the chairman, Sir Albert Robinson, in his annual report.

This development comes in the wake of a survey where all job levels were reviewed by the head office, and a uniform integrated salary pattern for the various occupational categories has been established.

The chairman also disclosed the creation of a new opportunity for black personnel at Consolidated Metallurgical Industries. This plant is manned by black personnel, many of whom are matriculants.
Anglo hits

The Labour Reporter, a Coal Board of
Ceylon publication, reported on the visit of
Mr. P. J. Itti, a union official, to the Anglo-
American Coal and Minerals Co. in Ceylon.
Mr. Itti spoke about the difficulties faced
by the workers in the industry, particularly
the poor working conditions and low wages.
He also mentioned the strike that had
recently occurred in the coal mining area.

The report highlighted the tension between
the workers and the management, with the
latter attempting to reduce wages and
benefits. The union had been working to
improve the living standards of its members,
but faced opposition from the company.

The report concluded with a call for
support from the workers and the public to
achieve better working conditions and fair
wages. The union officials were hopeful
that their efforts would lead to positive
changes in the working environment.

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END OF REPORT

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White miners attack Anglo job policies

JOHANNESBURG — The whites-only Mineworkers' Union has condemned Anglo American Corporation labour practices and says the corporation's policies will lead to the ousting of the white miner in favour of cheaper black labour.

The union's general secretary, Mr Arrie Paulus, said his union would not hesitate to go directly to the Government or to "other friends, possibly outside the trade union movement," if it could get no satisfaction from the corporation.

"We reserve the right to doubt the sincerity of Anglo American in its attempts to improve the conditions of employment of the blacks," he said.

Throughout the history of the industry, such attempts have always gone hand in hand with attempts to oust the white miner in favour of cheaper black labour.

Mr Paulus's attack on Anglo American follows the publication in the latest issue of the union's newspaper. The Mineworker, of an internal Anglo American document, setting out its industrial relations strategy.

The document said the industry could not encourage the admission of whites "who are either unskilled or unwilling to outpace the ambitious black and who are likely to prove an embarrassment in the future."

The political affiliations of the union precluded meaningful concessions to black advancement, it said.

Mr Paulus said the strategy involved manipulating shortages of union men so that blacks could be advanced into jobs restricted to whites.

"Mr Paulus said the union could not allow the advancement of blacks on the mines in a way that would eventually cost white miners their blasting certificates — and so their jobs.

"The history of relations between the mining unions and the employers had taught the Mineworkers Union to suspect schemes put forward by mining houses to "improve the productivity" of mining labour.

"We will oppose any further attempts by management to cut up the work of white miners so that members of the Mineworkers' Union can be eliminated in favour of cheaper labour."

"My union is not prepared to discuss agreements which tend to knock the foundation from under the authority and job security of the white worker."

Anglo American had said the leadership of the NWU was politically involved. "If this is true then the blame can only be placed on the attitude of mining houses like Anglo American," Mr Paulus said.

"I must also ask whether Anglo American itself is free from political involvement. Owing to its size and world-wide influence it is far more capable of swinging opinion and events in its own interest than the Mineworkers' Union."

"Even in the present parliamentary election, numbers of its employees are standing as candidates against the Government."

NAPA.
Johannesburg — Mr. Arrie Paulus, general secretary of the Whites-only Mine Workers Union, yesterday issued a statement condemning the labour policies of the Anglo-American Corporation.

He said his union would not hesitate to go directly to the Government or to "other friends, possibly outside the trade union movement," if it could get no satisfaction from the group.

"We reserve the right to doubt the sincerity of Anglo American in its attempts to improve the conditions of employment of the Blacks," he said.

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Mr. Paulus said the strategy involved manipulating shortages of union men so that Blacks could be advanced into jobs restricted to Whites.

"This means that what he called the "African advancement corporation" wanted cheaper labour and higher profits."

An Anglo American spokesman said the principles in the document reflected the corporation's basic thinking but they were subject to internal discussion and debate.

Mr. Paulus said the union could not allow the advancement of Blacks at the expense of Whites.

If a trade union could not reach agreement with its employers it must resort to direct contact with the Government.

If such direct contact links did not offer satisfactory means of settling disputes, it was also only right that the union should find other friends, possible outside the trade union movement.

He questioned whether Anglo American was free from political involvement.

A number of its employees were standing as candidates against the Government. — (Sapa)
MWU attacks Anglo American

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Mr. Paulus said the strategy involved manipulating shortages of union men so that blacks could be advanced into jobs restricted to whites.

**Oppose**

"We will oppose any further attempts by management to cut up the work of white miners so that members of the Mineworkers' Union can be eliminated in favour of cheaper labour."

He said if a trade union could not through normal negotiations reach an agreement with its employers it had to resort to direct contact with the government. The Mineworkers' Union had in the past been forced to do this.

"If such direct cabinet links do not offer satisfactory means of settling disputes which are forced to cross proportions by the employers it is also only right that the union should find other friends, possibly outside the trade union movement..."
Miners more skilled—survey

By DIAGO SEGOLA

A NEW generation of black mineworkers with a new range of skills and earning more than many blacks in the manufacturing industry has emerged in South Africa, the Chamber of Mines says in its quarterly mining survey.

"The modern black mineworker is evolving from a labourer into a trained employee who is more and more becoming valued for his knowledge and skills," the survey says.

The new category of black mineworkers—known as artisan aides—receives some training in the work of boilermakers, electricians, fitters, riggers, plumbers and carpenters to qualify them for tasks where the skills of a partly trained artisan are required.

The minimum starting wage for underground aides is R21.62 a week—more than the present average weekly earnings (R29.80) of blacks in the manufacturing industry, says the chamber.

"Add to this the value of free food and accommodation and other benefits...and the lowest paid underground aide emerges materially better off than most other black workers in industry in South Africa today."

Repair shop assistants in urban areas start on a weekly wage of R31.28, and operatives in the building industry start, on the Witwatersrand, at R35.40 a week, the survey says.
Let all work 6 days—union

Sieg Hannig, Labour Reporter

RUSTENBURG—The Mine-Workers' Union call for a five-day week has flared up again with a challenge to the Minister of Mines and of Labour, Mr Fanie Botha, to put all of South Africa on a six-day week, or to return to his former portfolio of Water Affairs.

Mr F. J. "Arrie" Paulus, leader of the union, said it would be to South Africa's advantage if everybody worked a six-day week. But unless that happened, the union would "throw everything into the fight" for a five-day week.

He challenged Mr Botha to put an end to the five-day week in South Africa if he did not, Mr Paulus said, he wanted to request him to show the courage of his convictions and tell the Prime Minister that he was not competent to handle Mines and Labour, and send him back to Water Affairs because that was where he belonged.

The attack followed the previous night's statement by the Prime Minister that there was "talk among miners about the six-day working week."

DEPARTMENT

"The answer from the platform tonight is no," Mr Botha said, at a Nationalist election meeting in Pretoria.

Mr Paulus spoke to about 2,000 miners in the Rustenburg Town Hall.

The union's executive committee would decide next week whether to extend the 11-shift fortnight until the end of March. After that, it would throw everything into the fight for a five-day week unless the rest of South Africa went on a six-day week.

TRAINING

On the recent retrenchment of miners at Western Platinum and Rustenburg, Mr Paulus said:

"Is it not funny that mines which are in white areas are paying off people while in mines in the homelands are still working for full pay?

"But, they want us to accede to the training of black mine workers at Rustenburg as well?"

"Such training will take the work of the union, he said.

"Why should we be used to teach them in the knowledge that we definitely will be only temporary workers in that country? (Bophuthatswana)?"
Exposed — Anglo’s plan to smash white union power
De Beer said it all for Anglo

By Paul Diamond

ELECTRIC sparks are still flying between the Mineworkers' Union and the African Advancement Corporation (Arrie Paulus' new tag for Anglo).
The two points at issue are Black advancement and the allegation that Anglo is out to destroy the White union.
It is worth recalling what Anglo's manpower resources chief, Zac de Beer, recently committed to paper in Optima, Anglo's quarterly magazine.
Clearly, wrote politician De Beer, management has the absolute duty to see to it that no Black person is deprived of a chance of promotion because of habit,

Although, prejudice, lack of training or thoughtlessness.

The thrust of the article — on industrial relations — was that Blacks should be admitted into existing trade unions rather than have their own separate unions.

"If Black people are to have faith in the private enterprise system it is vital that they should believe that it offers them real opportunities. But subjective judgments are involved here and what the individual sees as his deserved position may not accord with what others would think.

Pointing to the fact that at the group's head office 52 formerly White held jobs were being done by Blacks, De Beer noted: "This is not enough, nor is the head office really important by comparison with the mining and industrial companies within the group through which much remains to be done."

Anglo, employing a job evaluation system based on decision-making, hopes to establish a unified wage curve applicable to all jobs. This will mean "that no one is paid more nor less than anyone else because of his skin colour."

But the equal opportunity of the unified wage curve is not being followed at the expense of White job security. "Today" says De Beer, "when the principle that black workers must be allowed to do the best work of which they are capable is gaining acceptance everywhere, it is an understandable anxiety among white workers that they should not suffer individual hardships as a result."

Note: What with Anglo's tough-minded attitude towards the MWU with member constituting only 3% of the mine labour force and the Minister of Labour's threat that the 5½ day week is on its way back, the MWU executive must be feeling a bit bruised.
Enter the pensioners

The O’Kiep copper company has settled its differences with the Mine Workers’ Union (FM October 7). But coloured workers won’t be allowed unlimited job opportunities in the firm’s power plant.

The dispute arose over pay for union members and the company’s proposal that coloured men be allowed to perform the full range of jobs in the power plant, due to be taken over by Escom next year. Because of the plant’s short life expectancy, white labour is hard to come by.

An agreement has now been reached in terms of which the union will try to persuade white pensioners to take the jobs until the switchover. It will also try to recruit other temporary white staff.

If these attempts don’t bring in enough labour, coloured men will be allowed to work at the plant — but only as assistants to white union members.

O’Kiep for its part agreed to give union men the R25 increase granted earlier this year to whites on mines which are members of the Chamber of Mines. Negotiations on a switchover to a full five-day week were delayed until next June.
Explosion on the mines

Mineworkers' Union chief Arne Paulus must have felt very much like a general who has the enemy's battle plan delivered to him on a silver salver. For there, before his very eyes, was an Anglo American strategy document on how to deal with his union.

In essence, Anglo's plan is to "secure change by reducing the reactionary influence of the union." How Paulus got the document is a matter for speculation. Some sources believe a rival mining house gave it to him. But what is known is that the appearance of the document in last week's issue of the "Mineworker" is causing a good deal of discomfort at 44 Main Street.

Paulus is obviously not going to let the matter rest. He said this week that he would take the matter to Cabinet level if he didn't get satisfaction from Anglo. And if that failed, Paulus added, he would go to certain "other friends." The union has scheduled a series of meetings of its members this and next week.

Most sources agree that Paulus's "other friends" are not a million miles removed from Carletonville parliamentary candidate Cas Greyling, who recently left the National Party and is running as an independent.

Obviously acutely embarrassed by the "leak," Anglo won't comment on whether it will affect their black job advancement plans. But it's difficult to see how things can remain the same. Unless Paulus backs down Anglo will either have to back down itself, so long as its black job advancement programme, or press ahead with the plan and involve itself in a collision with the union.

If Anglo does push ahead with the plan, Paulus will probably urge his members to block it wherever it is introduced.

What was in the document? Was it, as some mining men claim, innocuous? Or was it an attempt to "break" the union, as Paulus is suggesting?

In one sense, the former. The document stresses that the white miner is "indispensable" and that no black job advancement should take place at his expense. And the Anglo strategy seeks to bypass the union than to take it on in a head-on collision. But there's little doubt that Anglo's plan, if implemented, would have severely weakened the union.

The basis of the plan is Anglo's belief that the union is "reactionary and restrictive" — a 3% employee group who tend to ignore the wider issues facing the industry and country as a whole.

Anglo gold boss Dennis Etheredge, in a tricky position.

Anglo also argues that the union enjoys little support at the rock face on day-to-day issues. It is difficult to believe, says the document, "that they support unreservedly the counter-productive policies of their union."

The answer, therefore, is to be found in grass-roots bargaining: "We may be able to negotiate at mine level acceptable work practices acceptable to both parties, which at union executive level become non-negotiable political principles."

Anglo also believes it could win government over to its side. "A second strategy for change is the manipulation of shortages of union men.... If this reached serious proportions, it is conceivable that government would pressurise the union into conceding black advancement."

The easing of blacks into higher level jobs by promoting union men is also seen as a means of undermining the union. "These promotions will take them out of the union, thus reducing its membership."

Finally, Anglo's plan provides for the creation of an organisational structure which will enable us to operate the mines in the event of strike action by the MWU.

Another part of Anglo's proposed strategy is to embark on wide-ranging black training programmes so that black miners would be on hand to take over higher level jobs and man the mines in the event of a strike. The plan stresses, however, that blacks would occupy only...
Miners in fresh bid for five-day week

Sieg Hannig, Labour Reporter

CARLETONVILLE — The Mine Workers' Union took its feud with the Minister of Mines into the election arena last night and announced a fresh drive for a five-day working week.

In Carletonville, mine workers could show the Government their dissatisfaction with the pneumoconiosis law and with the Government's handling of the five-day week by drawing their cross "right," the union's leader, Mr P J "Arnie" Paulus, said.

If mine workers acted differently, it would be proof that they did not mind their work going to the black man, that they did not want a five-day week and that they did not want pneumoconiosis compensation after years' service.

"Support an old friend," Mr Paulus said with reference to an earlier statement by the union's president, Mr Cor de Jager, that he could not help sticking up for Mr Cas Greyling.

Mr Greyling is the serving Nationalist member of Parliament for Carletonville who is fighting the election as an independent candidate against the National Party and the New Republic Party.

Mr Paulus announced the union's decision to negotiate a five-day working week immediately with the Chamber of Mines.

He reiterated that the union would drop this demand only if all of South Africa went on to a six-day week.

He challenged the Minister of Mines and Labour, Mr Fanie Botha, to introduce a six-day week for all.

He called on miners not to work on their free Saturdays under the present 11/shift fortnight and claimed production figures showed that production would not drop even if a five-day week was introduced.

(Report by S. Hannig 47 Sauer Street, Johannesburg)

(1) Samuelson, Ch. 33
(2) Lipsey & Steiner, Ch. 39

TO FOLLOW:

LECTURE 4: THE SOUTH AFRICAN BALANCE OF PAYMENTS
Sources: H. Houghton "The S.A. Economy" (and other sources).

LECTURES 5, 6 & 7: EVOLUTION OF THE WORLD MONETARY AND TRADING SYSTEM
Sources: Samuelson, Ch. 36
          Lipsey & Steiner, Ch. 42
Paulus hits at Anglo 'schemes'

1. Historical
   Phelps Dobb
   The leader of the Mine Workers' Union, Mr P J "Arrie" Paulus, has asked whether the Anglo-American Corporation should be allowed to "disturb the labour peace" in South Africa, "all the time."

2. Demand
   van der IIE Product
   The neo-classical "product rule of Carter and Marsha

3. Supply of Labour
   curve analysis, the supply curve, etc.
   Carter and Marshall

4. Wage Differentials.
   education and training
   Dobb (1956), ch. 6; Phelps

5. Marxian theory of employment
   Value of labour power, reserve army of labour, crises.
   P. Sweezy (1942);

6. The Role of Trade Unions.
   Collective bargaining, integration, incorporation.
   Flanders (1969); Carter & Marshall; Hyman (1971)

7. Industrial Conflict...
Govt urged to watch Anglo plan

By DON ROBERTSON Mining Editor

The time has come for the Government to take note of Anglo's American's secret (labour) plans, according to Mr. P J "Arnie" Paulus, general secretary of the Mine Workers Union.

Reacting to Anglo's "domestic" plan for black labour advancement, Mr. Paulus said: "The Government must watch the AAC, and act if necessary." He said the Mineworker, organ of the Mine workers Union, that the Anglo document, which was reported in full in a previous issue, has caused shock among white labour circles.

"Quite a few white workers told that they were amazed at the cold-bloodedness with which the AAC is planning to liquidate those trade unions which are fighting to protect the future of their members."

The Anglo document, which surprised fell into the hands of the union, presented a blueprint for black labour advancement on the mines and suggested that the survival of the MWU in its present form was not necessarily in the interests of the industry or its own membership.

Anglo has refused to comment on the document, saying that it is a domestic matter.

But the usually outspoken Mr. Paulus says if the time has not come for the State to take note of the schemes of Anglo.

"The AAC should not be allowed to make secret plans which threaten the future of the white workers in the country," he says.

If Anglo's plans succeed, they would cause the disintegration of many trade unions in their present form...

There may be an increase of 15% (7.30 pm Jameson Hall) 24/11/76

5%

Year 80%

Luxury goods, in which case this will also count as 15%,

Various sub-courses are:

Lecturers
Macro
Micro
Labour
International
Monetary
Welfare and Distribution
Any problem tutor or

during the year may be directed either to your B250.

* * * * *
Squaring for battle

The mining industry seems set for another battle over the five-day week early in the new year.

Last week, the Mineworkers' Union (MWU) announced that it was putting in a demand for a full five-day week as opposed to the 11-shift fortnight scheme which is operating on a trial basis until next April. General secretary Arrie Paulus tells the FM he has already approached the Chamber of Mines on the issue.

In addition, the various artisan unions who withdrew their claim for a five-day week last year --- say they too will be introducing their demand. They are likely to be joined by one of the mine officials' associations.

Says Tom Neethling, general secretary of the Amalgamated Engineering Union: "We agreed to postpone our earlier claim in the national interest. We have been waiting since then for the chamber to come back to us on the issue. They haven't, so we'll have to go back to them."

Opinion among the officials' associations is divided. The Underground Officials' Association is unlikely to press for a full five-day week. "We would obviously like one but we acknowledge that some occupations, like mining, demand a six-day week," says secretary George Coertse. The Mine Surface Officials' Association is "quite happy with the 11-shift fortnight," says secretary Robert Botha.

But the Technical Officials' Association is likely to take a different stand: "We will meet early next year to discuss the issue and I'm confident we'll be demanding a full five-day week," says general secretary Henry Mallett-Veale.

He and other mining unions argue that a five-day week would not affect production "It would be quite possible to have a rotating shift system whereby we worked forty hours each and the mines still remained in operation seven days a week," says Mallett-Veale.

How will the Chamber of Mines react to the demands? A spokesman tells the FM that "we are still looking at the effects on production of the 11-shift fortnight so we haven't yet formulated a view."

Most mining companies contend however, that the 11-shift fortnight has adversely affected production so they are likely to be even less sympathetic to a five-day week.

Some unions believe that the industry will press for the 11-shift scheme to be continued as a means of achieving a five-day week.

Chamber resistance to a five-day week is likely to have government backing. Minister of Labour Fanie Botha told an election meeting recently that he was opposed to the five-day week at this stage.

Indeed, some sources reckon that it was Botha's speech which persuaded Paulus to put in his demand now, rather than next March when it was initially expected.

But the issue isn't likely to come to a head until next year. All the unions agreed to defer the five-day week issue until our next round of annual negotiations with the chamber. These are only due to begin next March. We are the artisans are prepared to work by that," says NA Engine Drivers', Firemen's and Operators' Union secretary Ken du Preez.

Most unions believe that Paulus will also honour this and that the bargaining will not start in earnest until about March next year.
Warning to mineworkers

Labour Reporter

The Mine Workers' Union has warned members who work on off Saturdays or work excessive overtime that they face expulsion or suspension.

Expulsion would mean loss of a man's job if the man, who is a member of the Chamber of Mines, is definitely guilty of the union's by-laws.

The union, in a move announced in the latest edition of The Mine Worker, follows a similar move by the Chamber of Mines a few weeks ago when 700 men were warned of possible expulsion.

The union has agreed during negotiations for an 18-hour fortnight that 'it will be permissible, by mutual agreement, for members of the union and management to work voluntarily on their days off Saturdays.'

There is nothing in the agreement which prohibits a union member from working overtime as long as the maximum overtime hours prescribed by legislation are not exceeded.

"There are some members," the union's leader, Mr. A.B. Danso, states, "who do not want Saturdays off." He said discussions with the union were continuing.

The union's disciplinary measures would become applicable if a member was found guilty. "Nothing will be done without a hearing," he added.

The union's constitution, quoted in the article, states a member who fails to attend a meeting, fails to pay his subscription, or agrees to work on a day off, may be expelled and suspended for a specific period, subject to a hearing and appeal to the national union.

Mr. D.R. Link-Armed, the chief technical and shop stewards' advisor, said expulsion from the union would mean no job for the man, who would not be allowed to work for another company.

"There are some members," he added, "who are so loyal to the union that they would not work for any other company," he said.
MINERS HIT BACK

Union squares up for new struggle over demands for five-day week

By DICK USHER

THE powerful Mineworkers Union is squaring up for another struggle — this time with the Chamber of Mines over the issue of a five-day week for miners.

The union was rocked last month by the leak of a confidential Anglo American report outlining a strategy for the elimination of job reservation on its mines — including the elimination of the union's present leadership.

Now the issue of a five-day week for miners has arisen again following the completion of a report by a commission of inquiry.

The commission was appointed after a strike ballot based on demands for a five-day week was halted only after the intervention of the Prime Minister.

In the meantime a compromise 11-day fortnight was introduced for a trial period.

Pressure for a five-day week for miners has been building for at least two years now Union secretary Mr Arrie Paulus says: “Everyone else in the country works a five-day week, why not miners?”

But the main point at issue is whether the 11-day fortnight introduced last year for a 12-month trial period has affected production on the gold mines.

Mr Paulus claims that it has not been affected. “In fact the production figures show an increase for each quarter since the 11-day fortnight was introduced,” he says.

However, a spokesman for the Chamber of Mines said this week that all the mining houses have, in their reports, claimed that production has been adversely affected since the 11-shift fortnight was introduced.

At the same time, Mr Paulus claims the report of the commission has come out in support of a five-day week for miners, not the Monday-to-Friday scheme which the MWU wants.

Mr Paulus says the chamber is free to adopt a five-day week for minerals, one of the arguments is whether other artisans will be given a five-day week or not.

“We had an agreement five-day at the end of 1976, but, up to now, have not been able to reach agreement with artisans’ unions,” he said.

But the stand of the Chamber of Mines might have Government backing, informed sources suggest that it is at this stage posed to the five-day week for mines.

Exposed — Anglo’s plan to smash white union power

How the SUNDAY TRIBUNE broke the news of the Anglo deal
Sacked miners may get hefty pay-off

Sieg Hannig, Labour Reporter

The Mine Workers' Union expects to find jobs for the 200 whites being retrenched at two asbestos mines.

But the 4,100 black migrant workers who are being laid off, they complete their six-month contracts will have a tougher time.

"We could take them in this month," said Mr Tony Pleuscher, head of the Chamber of Mines' recruitment organisation, the largest employer of black mine labour.

"After things don't look so good."

He said the miners were having a seasonal dip in their black labour complement after enjoying full employment until the end of last month.

The outflow of workers for the holidays had reduced the black labour force to 95.5 percent of requirements by Monday, compared with 98 percent, or 56,000 fewer workers, at the same time last year.

The lay-offs have been announced by Cape Asbestos at their mines at Penge, 100 km from Lydenburg in the Eastern Free State, and at Koegas in the Prieska district of the Northern Cape.

The Penge mine is laying off about 40 percent of its staff — 150 whites and 2,600 blacks — but intends to resume its former production level when the asbestos market improves.

The Koegas mine is retrenching 80 whites and 1,600 blacks. It is reducing milling from two to one shift and is expected to close next year.

Asked whether the retrenched whites would find work elsewhere, Mr Simon Dougherty, managing director of Cape Asbestos, said: "I think it's a very difficult time."

The whites get retrenchment benefits of three months pay and proportionate compensation for leave and bonuses, plus continued fringe benefits for two months.

There was also an allowance for the early retirement of men who were within 10 years of retirement.

The event will have little effect on Lydenburg, which has a white population of about 4,000.

This was confirmed by Mr W A de Klerk, chairman of the Lydenburg Bank. He said the tiny town of Burgersfort, 50 km closer to Penge, would be the worst hit.

Most affected would be the general dealers D H Frasers who had stores on the mine property and at Burgersfort, he said.
4200 miners lose their jobs

Two hundred white and 4000 black mine-workers received a shock Christmas message yesterday: they will lose their jobs because world demand for asbestos has dropped.

Cape Asbestos SA announced that the retrenchments were part of a major cutback in its asbestos mining operations. A statement from the company said the asbestos market had been firm for some years, but weakened substantially in recent months.

The company firmly believes that the present weakness in the market is temporary, the statement added.

At the Penge mine in the Lydenburg district of the North-Eastern Transvaal, milling is being reduced from two shifts to one, making redundant 130 whites and 2500 blacks.

At the Koegas mine in the Pionkka district of the Cape, milling is also being reduced from two shifts to one, making redundant 50 whites and 1600 blacks.

The company warned that the Koegas mine, opened in 1983, has become increasingly uneconomical and is likely to close in the latter half of 1978.

This would mean a further 30 whites and another 1000 blacks would lose their jobs.

The board feels it has caused as little harm as possible to the employees and plans to do all it can for those affected," the announcement added.

"Where redundancy is unavoidable terms will be as generous as possible. Assistance in finding alternative employment will be given and departure from mine accommodation delayed where this may be helpful. In most cases employment of blacks will continue until work contracts expire."

The company said there was some years the market for asbestos had been exceptionally firm throughout the world and the company had responded by investing substantial sums in infrastructure, housing and amenities at Penge and Pomfret mines.

It had under construction a "major new production facility" at Pomfret which will be commissioned in March 1978.

"The strong demand continued in the early part of 1977, but has weakened substantially in recent months. It is now clear that the main markets throughout the world in which asbestos products are used have not strengthened as was anticipated."

"Consumers of fibre have continued to purchase above their rates of consumption, and stocks have risen..."
JOHANNESBURG — Some 4,300 miners will lose their jobs today with an announcement by Cape Asbestos SA (Pty) of major cut-backs in its asbestos mining operations.

At the Penge Mine in the Lydenburg district of the North-Eastern Transvaal, milling is being reduced from two shifts to one, making redundant 2,650 miners.

At the Koegas mine in the Prieska district of the Cape, milling is also being reduced from two shifts to one, making 1,650 redundant.

The company says the planned rate of production at its Pongola mine in the Vryburg district of the Northern Cape was reduced earlier this year, and no further cut-backs are intended.

Cape Asbestos is controlled by Charter Consolidated, an Anglo American Corporation-Associated International conglomerate.

The announcement warned that the continued operation of the Koegas mine, opened in 1892, had been sustained in recent years by the need to supply the market even at an increasingly uneconomic cost.

"While every effort will be made to continue mining, it is likely that the mine will close in the latter half of 1978," it said.

This would mean the loss of a further 1,000 jobs.

The announcement said the board deeply regretted the moves and planned to do all it could for those affected.

"The company firmly believes that the present weakness in the market is temporary and that its current investment programme places it in an excellent position to respond as soon as demand improves," the statement said — SAPA.
More may lose Cape mine jobs

Warning of complete shutdown

By Argus Staff Reporters

MORE than half the workers on an asbestos mine in the north-western Cape will be jobless by Christmas.

Seventy whites and about 1 300 black miners and 124 coloured and blacks on the salaried staff of the Cape Blue Mines at Koegasbrug, on the banks of the Orange River, will lose their jobs.

The mine's acting manager, Mr R. K. Hammond, said today that if present trends continue the mine will close down completely in the next six months.

This will mean that another 600 black, white and coloured staff will be out of work.

He said in a telephone interview that the white miners had already been told of their retrenchment and the rest of the staff would be told during next week.

Mr. Hammond said that the whites had taken the news "well," but emotions were "running high," and it was an "awful difficult time for all.

Three months' pay

The company announcement warned that the continued operation of the Koegasbrug mine, opened in 1922, had been sustained in recent years by the need to supply the market, even at an increasingly unremunerative cost.

Deep regret

While every effort will be made to continue mining, it is likely that the mine will close in the latter half of 1977, it said.

The announcement added: "The Board deeply regrets the disturbance caused to employees and plans to do all it can for those affected. Where redundancy is unavoidable, terms will be as generous as possible."

International

Detailing the international situation which forced the drastic cutback, the company said:

"For some years the market for asbestos has been exceptionally firm throughout the world and the Cape Blue Mines has responded by investing substantial sums in infrastructure, housing and amenities at Penge and Pomfret mines and has under construction a major new production facility at Pomfret which will be commissioned in March 1978."

The strong demand continued in the early part of 1977, but has weakened substantially in recent months. It is now clear that the main markets throughout the world in which asbestos products are used have not strengthened as was anticipated.

The Mineworkers' Union expects to find jobs for the 600 whites being retrenched at two mines, but the outlook for the blacks is not so good.

In Transvaal

The mine's manager, Mr. D. Germond, was retrenched last week and Mr. Hammond, the underground manager, was appointed in his place.

Cape Asbestos announced yesterday that 150 whites and 2 200 blacks at the Penge mine in the Lydenburg district of north-eastern Transvaal would be retrenched.
Asbesmyne dank 4 200 af

Van Ons Korrespondent

JOHANNESBURG.

ALTESAME 200 blanke mynwerkers en meer as 4 000 swartmense het hul werk verloor nadat twee asbesmyne hul produksie ingrypend ingekort het.

By die Penge-myn in die omgewing van Lydenburg is 150 blankes en 2 500 swartmense afgedank nadat die eienaar, Cape Asbestos, besluit het om van twee skoofe tot een oor te skakel.

"n Soortgelike besluit het 50 blankes en 1 600 swartmense by die Koegas-myn gehou. Friska hul werk gekos. Die myn sal maandelikse later geleë word, het Cape Asbestos gesê. In "n" verskynsel, gesê: Nog 50 blankes en 1 000 swartmense sal dan werkloos wees.

Die verklaring sê die maatskappy hy sal alles in sy vermoe doen vir die mense wat geraak word. Daar sal geprobeer word om ander werk vir hulle te kry.

In die geval van die swart werkers, sal dienskontrakte wat reeds aangegaan is, nie gekanselleer word nie. Die werkers sal toegelaat word om in die myne te werkwar-

nie om in die geval van ander produksie in die kort sodat lykwisiteit behou kan word en om die verharding van voorrade plaasvind. — (SAPA.)

Baie verswak

Die maatskappy meen dat die huidige verswakking in die mark van tydseke aansig is en dat sy onlangs beleg-

ningsprogram 'n stel sal stel om sy positie te verbet-

ter sodra die vraag na asbes begon toeneem," het die ver-

klaring.

Vroeër vanjaar is die produ-

ksie by die Pompfret-myn naas by Vryburg, ook ingekort.

Geen verdere inkooppings by die myn is in die vooruit-

gestel nie.

Verbetering?

"Die maatskappy verwag 'n effense verbetering aan-

staande jaar totdat die ewewig in die mark herstel is. Sowat verswakking is besluit om die produksie in die kort sodat lykwisiteit behou kan word en om te verharder dat "n verdere opeenhopping van voorrade plaasvind. — (SAPA.)

Vroeër berg op bl. 27.

Die volledige verklaring lees:

"Vir 'n aantal jare was die mark vir asbes oor die hele wêreld besonder sterk. In dié tyd is heelwat geld aan woningbou en die infrastruk-

tuur by Penge en Pompfret bestee.

"Hoewel die stuwheugte in die mark tot in die eerste deel van 1977 voortgeduur het, het dit in die laaste maande aansienlik verswak. Dit is nou duidelik dat die
Work conditions in SA slammed

The Star Bureau

LONDON — A Dominican priest, Peter Saunders, who lives in Lesotho, claims the Basotho are working in "sub-human conditions" in South Africa, and that Britons should do something about it.

In a BBC radio interview, he recalled that British investment in South Africa represented 49 percent of all British overseas investment.

"Because shareholders in Britain are considerably enriched by the fact that these men in South Africa are working in sub-human conditions, it is quite plain that there is a responsibility over here both to know about it and to try to do something about it," he said.

Britons could do something about it by bringing the right kind of pressures to bear on the big multinational corporations and so forth.

POOR FOOD

Father Saunders said young Basotho were processed through an extremely inhuman system of initiation into mine labour.

They lived isolated lives, the food was very poor, and they were often compelled to spend their money on buying food from company shops in their compounds.

The hostels in which they lived were often extremely overcrowded. "In all kinds of ways, the life is extremely inhuman," he said.

Forty percent of Lesotho's entire male population, which represented about 100 percent of those between 20 and 40, worked in the South African mines, or other jobs in South Africa, he said.

"Very little has been done other to study their situation, or to see in what way it can be made more human, and these are the kind of things I am dealing with people over here."
cutback:
4 000 to lose jobs

By GORDON KLING

MORE than 4 000 mineworkers will lose their jobs with the announcement by Cape Asbestos SA of major cutbacks in its mining operations. Altogether 1 650 of the workers are at Prieska in the Northern Cape.

The managing director of Cape Asbestos SA, Mr Simon Dougherty, yesterday told the Cape Times in an interview from Johannesburg that production cutbacks announced by the company would mean almost immediate retrenchment. There was little possibility that white miners would be able to find other jobs in the area.

The company's Penge mine in the Lydenburg district of the North-Eastern Transvaal would reduce milling from two shifts to one a move which will put 150 whites and 2 500 blacks out of work. The two milling shifts at the Koegas mine in the Prieska district of the Cape are also being cut to one, putting 50 whites and 1 600 blacks out of their jobs. It was likely the mine would close in the latter half of next year which would mean the loss of a further 50 whites and 1 000 black jobs.

Production was reduced earlier this year at the Pomfret mine near Vryburg and no further cuts were expected.

Contract
Mr Dougherty said the black contract workforce would be reduced by ending recruitment. Many contracts were now due to expire. White workers would be made redundant "in a week or two".

The cutback was prompted by unexpectedly weak world asbestos markets.

The company announcement said it firmly believed the present weakness in the market, caused by overstocking among consumers, was temporary.

Assistance in finding alternative employment would be given to the jobless, and departure from mine housing would be delayed where this was helpful.
All whites may quit mine town

By GORDON KLING

THE EXPECTED closure of the asbestos mine at Koegasbrug in the Northern Cape is likely to mean the total exodus of its white inhabitants.

The mine owners, Cape Asbestos, have announced a drastic production cut which has made 1650 of the workers redundant and the company expects the mine will have to close in the second half of next year. Another 2650 jobs have been cut at its鹏e Mine in the north-eastern Transvaal.

In an interview with the small town nestled on the banks of the Orange River, the mine's manager, Mr R R Hammond, yesterday said Koegasbrug would probably be taken over by its coloured community if the mine closed.

He said there was an extreme shortage of coloured housing in the town. It was possible the mine's housing could be taken over for use by the coloured people, but this would depend on the Department of Coloured Affairs.

Department officials could not be contacted last night.

Virtually all the whites in Koegasbrug, which has the distinction of exporting South Africa's first oranges, are employed by the mine. The latest retrenchment will leave only 43 white families.

The majority of the 140 coloured people still employed have families and many are related to each other.

Mr Hammond said it was unlikely they could easily find work elsewhere and it appeared they were taking developments at the mine harder than the white and black mine workers.

White miners, with a few exceptions, had accepted the 50-man retrenchment calmly and many of the black workers had left early to be at home for Christmas.
The central idea of the document—that the mines must have an integrated workforce and do away with job reservation—has appeared in Anglo statements for years. But what the document set out was a strategy for achieving this, the key to which was the idea of shifting the balance of power away from the union so that negotiations on job changes can take place.

Central to this strategy is the Anglo belief that rank and file white miners are more sympathetic to job changes than the union's leadership, and that Anglo should therefore negotiate with them at mine level, thus bypassing the union's head office. The union hierarchy, the document implies, would then either have to adapt or find its influence waning rapidly.

Paulus has reacted by holding mass meetings of miners to discuss the document and by calling on government to 'keep a close watch' on Anglo's "un South African activities."

This is not the first clash of this sort this year. Some months ago there were milder clashes—one over Anglo's report on black mine attitudes and another over Anglo's policy on statutory job reservation. So things appear to be hotting up and the union's ability to withstand—preparedness to negotiate it—will soon be put to the test.

Anglo men stress privately that the details of the secret document were never finalised and that it was intended only as a basis for discussion within Anglo and with the other mining houses. Indeed, as the document itself suggested, the rest of the industry is likely to reject the Anglo plan.

One of the reasons why the union has not been seriously challenged on black advancement for so long is that the other mining houses and the Chamber of Mines as a whole have tended to drag their feet on the issue.

Hostility to the strategy in the secret document is not confined to the union. Indeed, some sources believe that some of the other mining houses are also unhappy with it.

Implementation of the plan would also require amendments to government mining regulations. Mining sources reckon that the time has never been better for testing the union's influence with government, which, they believe, is declining—especially since government itself has an interest in the expansion of the mining industry.

Government has tended historically to back unions like the MWU against employers. But it now seems to be more willing to let the union be pushed.

Paulus himself acknowledges this.

The witch-hunt Commission was appointed amid bitter criticism from Paulus. Labour last year attempted to pass anti strike legislation for the miners. Labour and Mines Minister Fanie Botha has rejected a five-day week for miners, and union men claim that government shows little interest in miners' bread and butter complaints.

Some mining men reckon Anglo will attempt to capitalise on the fact that government no longer seems willing to back the union.

Paulus reacted to all this by backing Carletonville's independent (and ex-Nat MP) C.J. de Groot in the general elections.
Paulus . . . how hard will he fight back?

Here too, mining men believe he has exposed his weakness. Greyling was badly beaten — proving, say those who back a tough line against the union, that Paulus's political influence is a myth.

There are also claims by mining men that grassroots reaction among union members to the leak has not been hostile (although Paulus has held a number of meetings in mining centres at which he received vociferous support).

The argument, then, is that the mines have nothing to lose by trying to press ahead with the first real attempt to integrate the workforce.

This theory will only be tested, however, if Anglo has indeed decided to push for significant changes both within the industry and on its own mines. How far it can get without backing from the rest of the industry is also a moot point.

Anglo men claim that they are not looking for a confrontation. The IMA understands that Anglo still believes the industry can persuade Paulus to negotiate on job advancement. Says one source: "Anglo reckons an integrated workforce is inevitable and that the union can either help manage it or be swallowed up by it."

What happens if Paulus won't cooperate? Does Anglo confront him, bypass him or back down? Most sources insist that the corporation will not back down. That much remains to be seen, however.

Where does all this leave Paulus? His union is left with two options. It can use the closed shop to keep its rank and file in line and get it to resist change at mine level. But the closed shop may not be as much longer. Or it can strike — but the chances of government support on this are zero in the present climate. So if Paulus does
Penge miners face their saddest shift

For the lucky few, other jobs beckon

Own Correspondent

CAPE TOWN — All white inhabitants of the likely to leave Kogasburg, in the Northern Cape, if the asbestos mine there closes.

The mine owners, Cape Asbestos, expect the mine to close next year.

They have announced a drastic production cut, with 250 workers being made redundant.

The workers, who have been asked to leave, are mostly Afrikaans-speaking people, but they would depend on the Department of Coloured Affairs for white assistance.

From Kogasburg, a small town on the banks of the Orange River, mine manager Mr B. Hammond has said that if the mine closes, the town would probably be taken over by its coloured community.

There was an extreme shortage of coloured housing, he added. It was possible the mine's housing could be taken over for the coloured people, but this would depend on the Department of Coloured Affairs.

With a few exceptions, the miners had accepted the sackings calmly, and many of the black miners had left to be home for Christmas, he said.

The general secretary of the mineworkers' Union, Mr B. Potgieter, said he does not expect difficulties in finding work elsewhere for the whites who will have to leave.

He added that there was a shortage of white miners, and Cape Asbestos were consulting with the Department of Labour to see if they can get more work for the black miners.

Two-thirds of the 36 houses and only one shaft. He grew with the village which now has 250 homes and 2000 workers.

Blinking back tears, Mrs Dreyer, the mine's matron of fact, said, "We came with empty bags, and are leaving with full ones."

She said they paid their own way to work and had no idea what was happening until they were told.

"We were shocked," said the shift boss, Mr J. M. Dreyer, who has worked there for 14 years. "It is hard for everyone to go on."

The people are unhappy, she said.

Mr. Dreyer worked for 14 years. "It is hard for everyone to go on."

Interviewing the villagers in scalding mud, heat which they have already been through, it is not hard for everyone to go on."

Mr. Dreyer worked for 14 years. "It is hard for everyone to go on."

"I do not think there is a mine which has had such goodwill from the miners."

said Mr Bert Hopley.

"I mean you can go onewe are shocked. We were told it could happen if asbestos sales declined," said shift boss Mr Bert Hopley, 49, who was told the news with a smile this morning.

Mr. Dreyer, a work study officer, said, "It was just a matter of time and when."

Many miners, he said, did not think they would be caught in the production mill.

They now work better.

"In a year we had been concerned about the company's redundancy terms which included a two-month salary cheque and generous moving allowances."

"We do not think there is a mine which has had such goodwill from the miners."

Mr Bert Hopley.

"I mean you can go on.

By ALAN DUNN
Pretoria Bureau

ABOUT half the people living in Penge, the remote Eastern Transvaal mining village, have to leave but they do not want to.

For many, the move would mean a terrible wrench.

Many have never even considered the idea of quitting the picturesque hamlet tucked in the foothills of the Drakensberg mountain range.

The blow came on Tuesday when Cape Asbestos 8A's management said about 300 blacks and 180 whites would be made redundant at Penge mine.

A further 1 600 blacks and whites have also been retrenched at Kogas in the Frisco area of the Eastern Transvaal.

The news prompted a substantial weakening in the asbestos market.

"The overall effect will be a little concerning about their future," he said.

However, the general manager of Cape Asbestos, Mr B. E. Purcell, revealed that a Free State gold mining company and several other companies have expressed interest in the rundown mine.

Mr. Dreyer, a work study officer, said, "I do not think there is a mine which has had such goodwill from the miners."

"We do not think there is a mine which has had such goodwill from the miners."

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said Mr Bert Hopley.
Whites' jobs are safe — Anglo

JOHANNESBURG. — The Anglo American Corporation, the biggest employer in the South African gold mining industry, yesterday spelled out its labour policy, and declared: “There are no grounds on which racial discrimination can be justified.”

In a statement of policy apparently issued in reply to recent attacks by the all-white Mineworkers’ Union, which has accused it of planning to “Africanise” its labour force at the expense of white miners, the giant mining and industrial conglomerate added: “No company in South Africa can escape its responsibility for improving the job opportunities available to its black employees.”

The announcement came from Mr D A Etheridge, Mr D J Hoffe, chairman of the group’s Free State gold mines, in their annual reviews.

The two chairman pledged, however, that the interests of white miners would not be ignored.

“We undertake that proposed changes in labour utilisation will be discussed with white employees and the associations and unions which represent them.”

Existing white employees were promised they would neither lose employment with the company, nor suffer a drop in pay as a result of any alteration in labour utilisation.

Moreover, an undertaking is given that no job held by a white employee will go to a black at a lower rate of pay on the sole criterion of reducing costs.

The chairman said the current depression had meant an improvement in the labour supply to the mines but had not eliminated the continuing shortage of white miners and electricians.

The position had been severely aggravated by the demands for military service, as young men comprise a high percentage of the staff, particularly in the key production areas.

“The continuing shortage of whites brings into focus the restrictive influences of job reservation which preclude the mines from developing and utilizing the available skills among black workers.

“Given the current political climate and the rising aspirations of the black population, not only do we face problems in maintaining planned levels of production but also the prospect of future unrest has to be considered which could arise out of increasing black frustrations.”

The circular had been made available to all white employees of Anglo American gold mines and had not been the subject of adverse reaction from either the Mineworkers’ Union or the Arpe Paulus Union, Mr Etheridge said.

Further circulars would be issued from time to time to clarify aspects of the group’s industrial relations policy, the chairman said.

“We sincerely hope that these employees will see in these circulars our determination to bring about changes in the labour field in such a way that they can confidently co-operate with the company,” Mr Etheridge said.

The white employees ... a undeniable factor in the running of our mines but, at the same time, we give no appointment or black with his own job security.

“We have therefore issued an informative circular to all white officials and union men in which we have set out in general terms, the principles which will guide us.”

Reaction

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Anglo says No to discrimination

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Yesterday's announcement came from Mr D A Etheredge and Mr D B Hoff, chairman of the group's Free State gold mines, in their annual reviews.

The two chairmen pledged, however, that the interests of white miners would not be ignored. "We undertake... that proposed changes in labour utilisation will be discussed with white employees and the associations and unions which represent them."

Existing white employees were promised they would neither lose employment with the company, nor suffer a drop in pay as a result of any alteration in labour utilisation. "Moreover, an undertaking is given that no job held by a white employee will go to a black at a lower rate of pay on the sole criterion of reducing costs."

The chairmen said the current depression had meant an improvement in the labour supply to the mines, but had not eliminated the continuing shortage of white miners and electricians.

The position had been severely aggravated by the demands of military service. "The white employee is an indispensable factor in the running of our mines, but, not surprisingly, he views the advancement of blacks with some apprehension in terms of his own job security."

"We have therefore... issued an informative circular to all white officials and union men in which we have set out, in general terms, the principles which will guide us." — SAFSA.
Anglo hits job reservation, but reassures whites

Labour Reporter

The poor economic conditions have not eliminated the shortfall of skilled white labour on the mines, says Mr Douglas Hoffman, one of the Anglo American Corporation's gold mine chairmen.

Military service has aggravated the position, but job reservation precludes the mines from developing and using black skills, he said in an annual review issued today.

"Not only do we face problems in maintaining planned levels of production but also the prospect of future unrest has to be considered which could arise out of increasing black frustrations."

The white employee is an "indispensable factor" in the running of the mines but fears for his own job security.

Therefore Anglo has issued a circular making it clear that racial discrimination cannot be justified and no company in South Africa can escape its responsibility for improving black job opportunities.

DISCUSS

But Anglo undertakes to discuss changes with white employees, associations and unions.

"Existing white employees are promised that they will neither lose employment nor suffer a drop in pay as a result of any alteration in labour utilisation," Mr Hoffman said.

"Moreover, an undertaking is given that no job held by a white employee will go to a black at a lower rate of pay on the sole criterion of reducing costs."

Mr Hoffman said the implications of the 11-shift fortnight "appear to be that operating costs will increase as a result of decreases in productivity."

More black mine houses

Labour Reporter

Key black mineworkers soon may be housed in black urban areas in numbers exceeding the three percent limit previously demanded by the Government.

Agreement in principle has been reached on this matter with the Department of Bantu Administration, Mr D.A. Etheredge and Mr D.R. Hoffman say in their annual reviews of Anglo American gold mining companies.

In addition, blacks having residential rights in an urban area will be allowed to retain their rights while working on a mine.

As a result of this "important concession to the mining industry, Anglo's Free State mines have begun to build an initial 175 houses in Welkom's Thabong township. This will be an ongoing programme."

...
Copper men laid off

More than 1000 workers have lost their jobs at the Otjihase copper mine in SWA/Namibia, where mining operations are ceasing this week because of the low copper price.

The mine was brought to production in 1975, but losses steadily mounted and, today, Johannesburg Consolidated Investment, which owns the company, announced that it is to be placed on a caretaking basis, until the price recovers.

The existing workforce comprises 110 whites, 68 coloureds and 1026 blacks, of whom 78 will be retained.

(See Page 19)
Recession turns black labour to mines
Copper mine shutdown to affect 1 126 workers

Own Correspondent

OTIHAUSE – The copper mine near Windhoek in South West Africa, is to suspend operations this week and the mine will be on a care and maintenance basis.

The mine, which is managed by Johannes, is yet another casualty of falling prices on world commodity markets. Last week, Cape Asbestos announced that it was reducing operations at two of its asbestos mines in the North Eastern Transvaal and North West Cape.

The Otjihase closure will affect the jobs of 1 126 workers while the Cape Asbestos production cut back affected 4 300 workers.

The mine has been battling under the pressure of the falling copper price which had dipped to £680 yesterday. In the year to June the company suffered a loss of R6 200 000 but losses continued to mount and in the September quarter reached R2 714 000.

A statement from the company says that in the light of the continuing depressed price of copper and the resulting drain on the company's financial resources, it has been decided to suspend operations.

Fully maintained

The plant and underground workings will be fully maintained and the mine kept in a condition which will enable operations to be resumed without delay when circumstances warrant it.

A spokesman for the company said that mining would be resumed when the copper price can yield a reasonable return on the capital investment required to reopen the mine.

At the recent Johannes' annual meeting, the chairman, Sir Albert Robinson, said that Otjihase required a copper price of £900 to break even.

The mine began production in October 1975 and had a treatment capacity of 120 000 tonnes a month with a copper grade of 2.4 percent. Mill throughput has been running at about 100 000 tonnes a month but was reduced to 70 000 tonnes a month in the September quarter. Reserve estimates at about 23 million tonnes.

Mining will stop this week but the milling of accumulated stocks will continue for a few months. Thereafter, a team of 78 will maintain the mine. At present the labour complement is 1 204.

The company will offer alternative job opportunities to white employees in South Africa and will attempt to find jobs for the blacks and coloured miners in South West Africa.

Employees living in company houses will be allowed to remain for three months at a nominal rental and thereafter will stay on at management's discretion.
Asbestos miners work last shift

HUNDREDS of retrenched miners work their last shift at the Cape Blue Mines at Koeasburg in the north-western Cape today. Many face an uncertain future but for others retrenchment has not been as dismal as at first feared.

Mr Schalk Lubbe, secretary of the mine, said today of the 70 white mine workers retrenched, only four or five had not found jobs elsewhere.

About 1300 black workers had completed their contracts and had returned to their homes, most of them to Transkei and Bophuthatswana.

COLOURED

In fact, Mr Lubbe said, the mine needed to recruit black workers for next year.

The position of 124 retrenched coloured workers was ‘sad,’ Mr Lubbe said, although morale was high.

A few found jobs in Kimberley and other nearby areas and the mine’s representatives contacted the Coloured Development Corporation and the Department of Coloured Affairs for help.

The white miners found jobs thanks to the quick action of the employees themselves, Mr Lubbe said.

GOLD MINES

Many went to gold mines at Harmony and Welkom for interviews and brought back news of jobs open.

Some would begin work on Tuesday — ‘not missing a single shift,’ Mr Lubbe said.

Of the four or five who had not found jobs, one was over 60 and had very short service — which would make it difficult to find another job, and others were ‘making hay while the sun shines,’ he said.

The miners have three months’ retrenchment pay and many have leave or leave pay.

Mr Lubbe was confident all the white miners would have somewhere to go in the new year.

JOBS FOR 200

When the retrenchments were announced two weeks ago, the Mineworkers’ Union said it would find jobs for about 200 miners.

Mr Lubbe said few of those who found jobs had found them through the Mineworkers’ Union. This was because many were artisans and clerical staff.

The mine has 700 employees left and asbestos market trends indicate that the Koeasburg mine will close in the last half of next year.

But Mr Lubbe said this was the fourth time the mine faced closure since it came into operation in the last century. He believed closure would be avoided this time, as in the three previous crises.
MINING LABOUR

1978
MINE DISEASES
TB still rife

Occupational diseases on the mines are still rife — and the chief sufferers are black miners, according to figures contained in the latest report of the Compensation Commission for Occupational Diseases.

The report, which covers the year ending March 1977, reveals that just over 6,000 miners received compensation for occupational diseases. Over 5,000 of them were black.

The benefits paid out amounted to

BANTU EDUCATION
Where will it all end?

Soweto has a nominal school-going population of 170,000. On Wednesday the regional office of the Department of Bantu Education said that, as a "rough estimate," only about 3,500-4,000 pupils at secondary schools had so far registered for the new school year, which begins on January 1. Students and teachers last year predicted that the schools would not open to teach Bantu Education in 1978.

Presumably in recognition of a crisis of such a magnitude but even he cannot ignore it, Bantu Administration Minister Michel Botha was preparing to meet representatives of both the African Teachers' Association (Atasa) and the Soweto Residents' Committee as the PM went to press.

Both organisations have sent memoranda to Botha on ways of resolving the schools crisis. While Botha's willingness to meet with Atasa and the SRC is the very least one might expect, it is hardly cause for hope. It is, after all, less than a month since Botha said that it would be "meaningless" to abolish the Department of Bantu Education or to combine...
MINE OF GOODWILL

BRINGS THEM BACK TO THEIR JOBS

FULLER LIFE FOR WORKERS

QUOTE

"Now news from Sighthill ... Where e' Golden era has begun..."
Die Minister van Mynwese het kragtens artikel 9 (1) (d) van die Wet op Myn en Bedrywe, 1956 (Wet 27 van 1956), verklaar dat die verrigting van sekere werk, waarvan besonderhede in die Bylae hiervan verskyn, by die volgende myn na sy oordeel vir 'n tydperk eindigende 11 June 1978 in die nasionale belang nodig is.

Die myn, bekend as Palabora Mining Company, Limited, op die plase Loolu 31 LU, Wegsteek 30 LU, Laaste
24 LU en Merensky 32 LU, gelegen in die landdrosdistrik Letaba, provinsie Transvaal, wat lans deur Palabora Mining Company, Limited Postbus 65, Phalaborwa 1990, ontgon word

BYLAE
Om die opgroeifopkopermyndkompleks te werk, in stand te hou en te herstel vir die myn van 100 000 t afval rots

No 127 20 Januarie 1978
VERKLARING VAN WERK IN NASIONALE BELANG
Die Minister van Mynwe se het kragtens artikel 9 (1) (f) van die Wet op Myn en Bedrywe, 1956 (Wet 27 van 1956), verklaar dat die verriging van sekere werk, waarvan besonderhede in die Bylae hiervan verskyn, na sy oordeel vir 'n tydperk van drie jaar vanaf die datum van hierdie kennis-gewening in die nasionale belang nodig is

BYLAE
Werk by of in verband met die verwydering van bagroond met sleekgrawe by alle stenkoolmynne in die landdrosdistrik Amersfoort, Bethal, Fermoel, Middelburg, Piet Retief, Standerton, Wakkerstroom en Witbank, provinsie Transvaal, waar stenkool volgens oomynmetodes ontgon word, welke myne as sodanig deur die Staat-myningeunier geidentifiseer en geklassificeer is

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BYLAE
Werk by of in verband met die verwydering van bagroond met sleekgrawe by alle stenkoolmynne in die landdrosdistrik Dundee, Newcastle, Paulpietersburg, Utrecht en Vryheid, provinsie Natal, waar stenkool volgens oomynmetodes ontgon word, welke myne as sodanig deur die Staat-myningeunier geidentifiseer en geklassificeer is.

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BYLAE
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24 LU en Merensky 32 LU, situate in the Magisterial District of Letaba, Province of the Transvaal, and present being worked by Palabora Mining Company, Limited, Postbus 65, Phalaborwa, 1390

SCHEDULE
To operate, maintain and repair the copper-open pit mining complex for the mining of 100 000 t of waste rock.

No. 127 20 January 1978
DECLARATION OF WORK IN NATIONAL INTEREST
The Minister of Mines has, in terms of section 9 (1) (f) of the Mines and Works Act, 1956 (Act 27 of 1956), declared that in his opinion the performance of certain work, details of which appear in the Schedule hereto, is necessary in the national interest for a period of three years from the date of this notice.

SCHEDULE
Work at or in connection with the removal of overburden by dragline at all coal mines in the Magisterial Districts of Amersfoort, Bethal, Fermoel, Middelburg, Piet Retief, Standerton, Wakkerstroom and Witbank, Province of the Transvaal, where coal is mined by means of open cast methods, which mines have been identified and classified as such by the Government Mining Engineer.

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SCHEDULE
Work at or in connection with the removal of overburden by dragline at all coal mines in the Magisterial District of Sasolburg, Province of the Orange Free State, where coal is mined by means of open cast methods, which mines have been identified and classified as such by the Government Mining Engineer.
Overtime barred by union

Own Correspondent

Johannesburg — The powerful Mineworkers Union has carried out its recent threat to act against miners who work too much overtime.

The union's executive council has cancelled a Klerksdorp miner's union membership for three months, suspended for a year, for refusing to heed the union's repeated calls not to work overtime unnecessarily.

Reporting the suspension in the latest issue of the union's official journal, the Mineworker, Mr Arnie Paulus, general secretary, warns that the executive will take even more serious action in future.

The union's action is a further step in its dispute with the Chamber of Mines over the 11-shift fortnight.

Mr Paulus said the union had always claimed that a five-day working week would not affect production if members worked excessive overtime, the Chamber of Mines would immediately claim that the production increase must be attributed to excessive overtime and not to the present 11-shift fortnight — and would be able to stick to its old argument that a five-day working week would hamper production.

He said that, in spite of repeated appeals by the union, the miner concerned worked extensive overtime during the week as well as on Saturdays off.

When approached by fellow miners, he boasted that the executive council could not touch him and that he would work as he pleased.

"Well, this miner was wrong and it would be wise for other miners who do the same to take heed," Mr. Paulus says.

"The executive also decided that the name of the miner would not be published."
Union urged to drop 5-day week

The Star Tuesday Jan

Top Mining Workers' Union men heard today that Saturday production need not preclude a five-day week.

The mines would have to take on more workers thus relieving unemployment, Professor F. Q. Leding said in opening a union general council meeting.

Professor Leding, a member of the Franzen Commission which was appointed to end a strike threat over the five-day week about 15 months ago, added: "Under present circumstances a miner should work five days a week, but Saturdays should be production days just as any other.

"This means that more miners will be needed and that production will increase by one-sixth if you abide by your promise that you can produce just as much in five days as in six days under the old system."

"I think you should make this concession, in the interest of the country."

"POWER"

The union, he said, had the power to paralyse the mining industry or, at least, give it a serious blow.

But the role of responsibilities which virtually equaled those of the Prime Minister and Parliament is not to work overtime during the week and also work regularly on his off Saturdays, according to the union.

The first man to be punished is an unnamed Klerksdorp miner whose membership of the union is being cancelled for three months.

However, the "punishment" has been suspended for a year.

The man concerned "worked excessive house overtime during the week and also worked regularly on his off Saturdays," according to the union.

Thus, the union said, would allow employers to claim that production increases were attributable to excessive overtime and not to the 11-shift fortnight.
Homeland plan to train black miners

The Argus Correspondent
JOHANNESBURG — A scheme under which a white miner will be in charge of several blacks with blasting certificates has been proposed for mines in newly independent Bophuthatswana.

"If the miner refuses to teach the Bantu, the "shift boss miner" will do it," the president of the Mineworkers' Union, Mr P C C de Jager, said in Johannesburg.

He was addressing the annual meeting of the union's general council.

Referring to the union's previous refusal to allow its members to train blacks for blasting certificates, Mr de Jager said: "You must not force that the miner in the homeland is now a temporary immigrant, or shall I say migrant worker, and may soon have to obtain a visa to work there."

PROBLEMS

Mr de Jager said there were problems in negotiations between the union and Union Corporation (owners of Impala Platinum) on black training in Bophuthatswana.

Under the corporation's proposals, some shift bosses would be demoted to do the work of miners and this would mean that a large number of whites, probably members of the union, would become redundant.

The union wanted the demoted shift bosses to become members of the union but the company insisted that they should remain members of official associations."
Mine bodies in split over race

JOHANNESBURG — A major split has developed between two of the most powerful organisations for white mining employees on the issue of black job advancement.

The Underground Officials Association, the strongest officials association in the mining industry, has declared itself willing to compete in the labour market with people of any colour and has expressed broad support for the internal document on black advancement of the Anglo American Corporation, which was recently published and strongly attacked by the Mineworkers Union.

The UOA's unequivocal support for greater black advancement is expressed in an editorial in the latest issue of its journal. It said the association aimed at job security for its members without being opposed to black advancement.

It said competition should not be on the basis of the undercutting of salaries.

The editorial criticises the document for being racist in stating that black job advancement would not mean black supervision of whites.

"If one is prepared to have complete integration on the job one should face all its implications in the work situation. Everything being equal, the best worker usually becomes a supervisor."

The editorial advises Anglo American to leave the thorny question of job reservation to the Government.

Mr R. J. Coetzee, secretary of the UOA and author of the editorial, said the association was in favour of evolutionary change.

"We realise there must be change in the job situation, but the Mineworkers' Union refuses to acknowledge this," Mr Coetzee said.

Mr P. J. Pauw, secretary of the Mineworkers' Union, said the UOA's stand did not come as a surprise to him as it had been in favour of greater black advancement for a considerable period.

"But we remain totally opposed to any change," he said — DDC.
Mynwerkers:
ou probleme plaat meer

PROBLEMEN waaraan hy al lank ernstiger aandag mèes gegee het, begin die Mynwerkersunie nou toegnemend pla. Ander vakbonde sal ook geraak word.

Dit, het te doen met werkafbakening, met beter werk vir swartmense.

Die MNU word die sigbaarste geraak, want in die myne, is dit nie meer 'n kwessie tussen die MNU, die Kamers van Mynweke en die Suid-Afrikaanse regering nie.

'n Nuwe party, het bygekom, die regering van Bophuthatswana, wat sy stem hieroor nog nie laat hoor nie, maar, wat kwlik, kan instem tot 'n stelsel wat die beste werk uithou vir witmense en dit vergelyk vir swartmense.

Een 'n daad van Bophuthatswana word ryk platina-erts geaal. Baie lede van die MNU werk daar. Hoe lank gaan hulle nog in die bevoorregte posisie bly?

Die MNU is daarvoor bekend dat hy sterk regis is, dat hy hom sover moontlik verset teen die opleiding van swartes om die gevolgde werk te doen wat hy vir sy wil lede reserveer.

Soos ek pres Mangope kon, gaan Bophuthatswana nie daarmee genoeg neem nie. Die ander arboestswee in ons land laat 'n veel wyer werkafbakening toe as die formele Wet op Werkafbakening wat nou in soveel ongure verval het. Dit werk so, as vakbond verhoogs tyd en jou lede om nie-blankes in die ambag op te leef.

Lede wat oortree, word uitgenoeg — en is dan gewoonlik ook 'n hul werk kry, want ooreenkomsbepaal maklik dat 'n formaat die lede van die vakbond in diens mag hê. Die man kan dan ook 'n ander werk kry nie.

Sake dinge, het al gebeur. Een wet laat by toe dat 'n jong Indiërs en Klerkings opgeleit word as motorwerklingkundiges. Net die vakbond, se nee, Maai die vakbond, met 'n ander klopsul, agter hom, is sterk genoeg.

In hierdie bevoorregting en verontregting kom verandering. Ons arbeidswee kry hart. Ons weet nog nie wat dit in die praktyk sal meenbring nie. As pres. Mangope sou reken dat hy die bestaande positie-beginsels in belang van sy land wil ongun en ek hom raad kon gee.

Net hulle sy grense, naby Pretoria, Rustenburg en Mafeking, kan hy by genoeg aanbeveling om die volle herselfdiens op Saterdag te lever, wat by ons verbode is.

Hy kan alles in ons arboestswee en regulasies en ooreenkoms onderzoek, wat mens, hinder wanneer hulle wil werk. Hy sal baie daarvan in Bophuthatswana kan verbind, en bedrywe laat staan wat beter doen lewer, as die gemeldes in Suid-Afrika, en wat klandisie oor die grens trek.

Dan raak ons dalk ook ontslae van, trakte die en ditse en dan twee vakbonde en firms wat beslis nie in belang van die groot publiek werk nie, en wat goeie raadverhoudinge ondermyn.
MINE LABOUR

Anglo scores a point

There's little doubt that Mine Workers' Union secretary Arnie Paulus caused Anglo American a good deal of embarrassment when he published a secret corporation working document on job advancement late last year.

But, in some respects, the publication of the document may have helped Anglo.

One of the central arguments was that employers ought to take the black job advancement battle to the unions by testing their - and their members' - willingness to accept job changes.

If the reaction of the Underground Officials' Association is anything to go by, the document's publication has done that.

In an editorial in the month's edition of the association's journal, The Underground Official, general secretary Doc Coertse comments on the document and sets out the conditions under which the union would be prepared to discuss job changes.

Says one mining man, "Anglo argued that we ought to go on the offensive and find out exactly what the unions are prepared to discuss and how far they will go. Now we know what one large union thinks."

Others are not slow to argue that, had the Chamber attempted to gauge union reaction in this way some time ago, instead of consistently ducking the issue, the pace of change on the mines would have been stepped up considerably.

In the editorial, Coertse states his association's support for black job advancement as long as feelings of insecurity on the part of whites are allayed. "We are prepared to compete in the labour market with any colour provided it is fair competition."

Coertse tells the FM this has been a long-standing association policy. Nor, he says, is it inconsistent with the Underground Officials' stand late last year when they supported the retention of a job reservation determination affecting their members.

"We said then what we say now - that we aren't prepared to forego job reservation while others are protected by it. But we would support the total abolition of job reservation, so that we are all on the same footing."

What is new, however, is that the Underground Officials have spelled out the terms on which they will discuss job changes. They are opposed to shop-floor agreements - one of the Anglo doc-

It's here that problems could arise for mine employers. Coertse stresses that his association would want to avoid a situation whereby they were the only ones making changes. He argues that changes should be uniform throughout the industry.

Does that mean his association and other mine unions would refuse to talk if Paulus did? No, says Coertse, although he concedes that their attitude "could be coloured" by the Mine Workers' Union's attitude. So the MWU could still play a powerful role in blocking changes.

Nevertheless, if Anglo is committed to the strategy laid out in the document, it would appear to have made a start. And not only Anglo men are asking why the industry didn't try to start the present debate a decade ago.
Industries which will be negotiating wages and working conditions this year include:

- **Mines.** Besides asking for R80 a month more (about a 10% increase according to Chamber of Mines figures), the unions will almost certainly demand a full five-day week. Arne Paulus's Mine Workers Union has already said it will, and the artisan unions, which withdrew their demands in 1976, will re-introduce them this year.

The industry has a torrid industrial relations history. This year should be no exception.

- **Steel and engineering.** Unions will decide on their demands on Monday. These are likely to be rejected, at least at first, by Sefsa.

Part of the negotiations could hinge around job changes. Sefsa is a signatory to the Urban Foundation's code of conduct, and director Errol Drummond confirmed it is committed to attempting to write the code into the industry's agreement.

Drummond says the unions have already been made aware of this at industrial council level and are considering their response. If Sefsa asks for job changes as part of its commitment to the code, these could be traded off against wage increases.

- **Railways.** Railway men were awarded a 5% increase in December along with other civil servants, but an arbitration commission is still sitting to discuss claims by the Artisan Staff Association (ASA) for a 15% rise.

The ASA's chances are slim. But if it does win an increase, government would probably be compelled to extend it throughout the whole public service.

The arbitrators' decision will be known at the earliest by April. ASA general secretary Walle Grobler tells the FM the arbitrators will hear oral evidence at the end of this month and it will take at least a month after then for any decision to be made public.

- **Building.** Negotiations are on the cards for the industry in the Transvaal, Durban and Pietermaritzburg. The unions will be putting in fairly large wage and fringe benefit demands.

Amalgamated Union of Building Trades Workers secretary Richard Beech tells the FM, however, that the union will concentrate on fringe benefit claims and may even be prepared to forego wage hikes to achieve these.

"Our pensions are at present a mere R65 a month maximum. I have a mandate from my executive to push for them to be increased to 70% of salary. If we get this, and medical aid improvements, we could drop our wage claims."

Employers are obviously concerned about the situation. The unions usually bargain with the Master Builders Association, but the larger Building Industries Federation has asked to meet the unions to discuss the issue.

- **Esoem and Isen.** Both technically fall under the ambit of the main Sefsa agreement, but separate "house agreements" are negotiated with the unions.

The unions are in the process of formulating their demands here too and talks will take place before the main bargaining with Sefsa.
MINE LABOUR

Joining battle

This year's struggle for the 5-day week is on an earnest note.

Last week the FM predicted that mine artisans would join the Mineworkers' Union in demanding a full five-day week from the Chamber of Mines. Now the FM understands that the artisans have already put this demand to the Chamber.

The artisans say they are not prepared to trade job colour-bar changes for a 5-day week (as the Chamber suggested last time round). So, coupled with the mining unions' demand for an R80 a month pay rise, it looks as if a tough session of bargaining lies ahead.

Engineering unions this week decided to postpone formulating the pay demands they will put to Seifs - probably until April.
Mineworkers stick to whites only, but...

Unions move to end race

**Operators**

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Organised labour on the mines has taken a strong shift towards breaking down racial barriers and unifying workers of different races. The 17 000-strong Mine Workers' Union remains the only major advocate of "whites only" principles. The 20000-strong SA white and coloured "Confederation of Labour" has refused to join the labour movement at large...
The Chamber of Mines does not seem to be very keen on black miners' having effective bargaining rights. It wants all major mines to be exempted from the works and liaison committees system—despite the fact that the Chamber told the Wichahn Commission last year that it favoured mine-level committees for African bargaining.

At present, only gold and coal mines are exempted from the provisions of the Bantu Labour Relations Regulation Act, which provides for the establishment of works and liaison committees. Now the Chamber wants the Act to be amended to include all "precious mineral mines", which would certainly include platinum and diamond mines.

The Chamber has made a direct approach to Labour Minister Fanie Botha. Chamber documents reveal that the mine-bosses believe that "difficulties could arise if black employees on the platinum mines who were recruited and were at present employed under conditions similar to those on the gold mines were enabled to negotiate significant changes in their conditions of employment."

The documents give no indication of what these "difficulties" might be, however.

The Chamber has been pressing its point for some time. Botha was evidently approached on the issue as long ago as March last year in an interview with then Chamber president Robie Plumbridge.

The Chamber has recently met Botha again to put its request. The Minister's attitude remains unknown, however.
No coal strikes?

Escom has asked the Wecahn Commission to forbid strikes by coal miners.

Last year, a proposed amendment to the Industrial Conciliation Act declaring gold and coal mining "essential services" and so making strikes an offence, was withdrawn after trade union opposition. The unions objected that the amendment would have given Minister of Labour Fanie Botha the power to bar strikes in all industries.

The broader provisions of the "no-strike bill," as the unions dubbed it, remain burned. However, Escom now wants the commission to recommend that the clause relating to the coal mines be reintroduced.

Escom wants the amendment to be made to the Riotous Assemblies Act, rather than the Industrial Conciliation Act — an unusual suggestion, as the IC Act is the law in which the "essential service" provision appears.

Why Escom should want strikes by coal miners forbidden is not clear. One reason could be fear that mining unions might be prompted to strike if their demands for a five-day week are not met this year.
Miners in clash over police

Tribune Reporter

The Mineworkers Union, which complained about white miners working in Bophuthatswana, wants to be handled by South African Police in Rustenburg rather than the newly independent territory's own police force.

A Bophuthatswana spokesman pointed out that the SAP has no jurisdiction in the territory so that such a demand would not be feasible.

Approach

"Until an approach is made to us on this issue, we really cannot comment further," said Mr B. Mothoge, Chief Information Officer for Bophuthatswana.

The union's demand is contained in the latest issue of its official journal, "The Mineworker," in a front-page article written by General Secretary Mr Arnie Paulus.

The article expresses concern about incidents against white miners since independence.

It deals with one incident in detail in which a miner was approached by Bophuthatswana Police for a statement about an incident involving a black worker.

Books

"After mine management had made an office available for the statement to be taken, the policemen decided the miner would have to make his statement at the police station."

Plans

The union's demand is contained in the latest issue of its official journal, "The Mineworker," in a front-page article written by General Secretary Mr Arnie Paulus.

The article expresses concern about incidents against white miners since independence.

Retrieved

At the police station, the miner claimed he had been threatened by white miners, who told him to go back to his homelands and another miner who had asked him to make a statement and returned to the mine.

"We feel that the mining companies must ensure that whenever complaints are made against miners, the South African Police in Rustenburg should approach the white miner for a statement," says Mr Paulus.

But a mining house spokesman said it was impossible for mine management to intervene in this way in matters involving the police.

Although Mr Paulus' article refers to other incidents involving white miners, it does not detail them.

An MWU spokesman refused to elaborate.

Books

Wilson proposed that

3. The reporter on the Rand Daily Mail, had just spent 10 days in a zip report on a detailed account of the Newcastle Bus

Building a report for the Farm Labour Conference on farm and population on farms.

A BUSY doing a research job for Francis Wilson collecting South African history over the last 30 years.

Two papers, the first for the annual conference on Labour and Afrika. He was also busy with the Gold Mines Revisited, this year's edition of his book. Dr Wilson spoke for Bantustan leaders on the Unity of Bantu peoples in receiving a fair share of the profits.

Conference - September 1976

Social next year to invite students from the University to attend the Social Science Research Foundation, to act as Head of the Division of Research to make decisions.

This item was held over until the next meeting.
BLACK WORK SEEKERS FLOCK TO MINES

JOHANNESBURG. — The mining industry is experiencing 'an almost embarrassing flood' of black work seekers as a result of rising unemployment, the Chamber of Mines reports today.

The Argus Correspondent (211)

The mining industry is experiencing an almost embarrassing flood of black work seekers as a result of rising unemployment, the Chamber of Mines reports today. The Chamber describes the mining industry as 'virtually the only sector of the economy sufficiently buoyant at the moment to be able to offer employment opportunities. The average black wage is R10 a month and the minimum cash wage for black underground, now is R115.90 a week.

The Chamber says the gold mines can no longer accept increases in the cost of living as sufficient reason alone to raise wages — unless there is a corresponding improvement in productivity.

In the last three years mining costs rose 20.76 percent, 15.3 percent and 23.7 percent.

The main reasons for this are the high rate of inflation, the structural wage increases given to black workers, the exceptional increases in administered prices and an inability of the work force to become more productive.

Current cost trends must lead to the industry's life expectations being revised downwards. Eventually, the viability of mines must be threatened, particularly older ones. In the December quarter six of the 33 producing mines incurred a loss on gold operations.
The Chamber of Mines is worried about the high turnover among white miners and is considering raising their service increments to tempt them to stay on the particular mines where they work.

The Chamber's concern stems from a survey, conducted last August, which revealed that fully half of underground union men have worked for less than three years on the mine where they currently work.

A circular from the Chamber's technical advisory committee to the Gold Producers' Committee notes that the Chamber has hitherto consistently refused mining union requests that the present R2 a month increment per year of service be increased. But it is now recommending the introduction of a "mine" service increment, pegged to service on a particular mine rather than in the industry generally. It wants the payment to be "sufficiently generous to be effective."

The committee suggests that the issue should be dealt with in the forthcoming round of wage negotiations.

Some of the turnover figures certainly give the Chamber cause for concern. Among Mineworkers' Union members, for example, 48% of general and "other" miners and 39% of rockbreakers have worked at the same mine for only one year.

Among members of the mechanics' unions, 32% of journeymen have had only one year's work on their present mines.

Only 15% of underground artizans and 10% of MWU men have worked the same mine for more than 10 years.

A Chamber spokesman refused to comment on the figures, saying: "For internal use only."

22. Wanneer was die laaste verandering in u kontantbetalings?
   Wat was die verandering?
   Hoe het dit gelyk dat u betaling verander het?

23. Watter probleme ondervind u met die werk?
   Wat doen u gewoonlik om die probleme op te los?
Mixed mining union mooted

By RIAN DE VILLIERS
Labour Correspondent

THE Mine Workers' Union has published a second internal working document of the Anglo American Corporation.

The document analyses the union's position in the industry.

The document says an integrated mining union is the only real and viable long-term solution to what it terms the Mine Workers' Union problem.

It also argues that the MWU is in an extremely weak position at present, and urges the corporation to propagate this view among the other mining houses to avoid what it calls "Munch peace in our time" type settlements with the union.

The document, written last June, appears in the latest issue of the MWU's newspaper, The Mine Worker, together with a virulent attack on it and its author, said to be Mr P L Nathan of the Gold and Uranium Division.

The MWU's expose and its attack on Anglo American come on the eve of this year's crucial negotiations on wages and the five-day working week in the mining industry.

The document says the MWU is on the brink of a decline which could force it to take drastic action.

It gives the following reasons:

□ The MWU is founded on "quickands" of statutory job reservation.
□ Its membership is declining due to the growing unpopularity of mining in relation to commerce and industry.
□ There is a change in the Cabinet's attitude towards discrimination "which may well result in a cooling off of relationships".
□ As any front of black union would create immense problems for the industry, we should do all we can to convince the Witsvlei Commission of the desirability of an integrated union," it says.
DEPARTEMENT VAN DIE EERSTE MINISTER

No 576 22 Maart 1978

Herby word bekend gemaak dat die Staatspresident sy goedkeuring gege het aan die onderstaande Wet wat herby algemene inligting gepubiseer word —

No 30 van 1978 Wyvangswet op Bedryfsekties in Myne en Bedrywe, 1978

DEPARTMENT OF THE PRIME MINISTER

No 576 22 March 1978

It is hereby notified that the State President has assented to the following Act which is hereby published for general information —

ACT

To amend the provisions of the Occupational Diseases in Mines and Works Act, 1973, so as to effect an alteration to the definition of "compensatable disease" and to the definition of "pneumococcosis"; to abolish compulsory consultation with an actuary while determining certain amounts payable for the benefit of the compensation fund and while determining certain interest rates; to further regulate the cessation of pensions awarded to certain dependants; to effect a textual improvement; and to further regulate the making of payments by post to the Compensation Commissioner for Occupational Diseases; and to provide for incidental matters.

(Afrikaans text signed by the State President)
(As assented to 10 March 1978)

BE IT ENACTED by the State President, the Senate and the House of Assembly of the Republic of South Africa, as follows —

1. Section 1 of the Occupational Diseases in Mines and Works Act, 1973 (hereinafter referred to as the principal Act), is hereby amended by the substitution in subsection (1)—
(a) for paragraph (d) of the definition of "compensatable disease" of the following paragraph
"(d) permanent obstruction of the airways which, in the opinion of the certification committee, is attributable to [the inhalation of dust in the course of] the performance of risk work," and
(b) for the definition of "pneumococcosis" of the following definition
"pneumococcosis" means a permanent lesion, excluding a calcified lesion, of the cardio-respiratory organs caused by the inhalation of dust in the course of the performance of risk work;"

2. Section 62 of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection:
"(1) The commissioner shall determine in respect of each controlled mine or controlled works, in such manner as he deems fit [after consultation with an actuary designated by the Minister] and [on the basis of] with due regard to the risk of the mine or works in question as determined under section 20 or 21, an amount payable by the owner of that mine or works to the commissioner, for the benefit of the compensation fund, in respect of each shift worked by any person at or in connection with that mine or works during which such person performed risk work, in order to enable
the commissioner to pay to or in respect of every person who performs risk work at or in connection with that mine or works and who is after the commencement of this Act found to be suffering from a compensatable disease, such amounts as may be or are likely to become payable under this Act."

3. Section 94 of the principal Act is hereby amended by the substitution for subsection (4) of the following subsection:

"(4) The commissioner shall add interest to any one-sum benefit or any other amount awarded under the previous Act or this Act to a White person or a Coloured person, or to the balance of any such benefit or amount, as the case may be, at a rate determined from time to time by the commissioner after consultation [with an actuary designated by the Minister and the] with the advisory committee, as from the first day of the month following the month in which such benefit or amount was awarded until the last day of the month preceding the month in which such benefit or amount or the final instalment thereof was paid. Provided that no interest shall be paid on any amount which has remained in the possession of the commissioner for less than thirty days."

4. Section 98 of the principal Act is hereby amended by the substitution for paragraph (b) of subsection (1) of the following paragraph:

"(b) in the case of a dependent child, on the last day of the month in which that child reaches the age of eighteen years, marries or dies, but subject to the provisions of section 84 (2) or section 92 (2), as the case may be."

5. Section 99 of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection:

"(1) No person shall be entitled to any benefit or other amount under this Act in respect of any compensatable disease which, in the opinion of the certification committee, is attributable exclusively to work other than work at a mine or works."

6. The following section is hereby substituted for section 129 of the principal Act:

"Notice, demand, direction or payment by registered post

(1) Any notice, demand or payment under this Act shall be deemed, unless the contrary is proved,

(a) to have been properly given or served if it was sent in a correctly addressed, registered envelope, and

(b) to have been given or served at the time when the said envelope may be expected to have reached the addressee in question in normal circumstances."

7. This Act shall be called the Occupational Diseases in Mines and Work Amendment Act, 1978.
Blacks set for better mine jobs

NOW...DELICATE TALKS ON THE POSITION OF WHITES

By Madge Swindells and Esmond Frank

The increased employment of blacks in skilled mining positions is absolutely necessary to cut down on the present low productivity, rapidly rising costs and to save the future of the gold mines, said Chamber of Mines president Lyn van den Bosch this week.

Integration of blacks in job positions and union membership must happen say both Anglo American in a circular and Van den Bosch.

The Chamber president points out that not only is the country absolutely dependent on maintaining maximum output from its gold mines to offset the general recession in other sectors, but the industry is faced with an escalation on a scale that threatens the viability of marginal mines and, in the longer term, all mines as well as the competitive position on world markets of other mineral mines.

A continued escalation would mean that the break-even point on many mines would be greater than the gold price. This would bring about a position whereby large tonnages of gold-bearing ore which the country's most vital asset, would be discarded as unpayable.

The gold mines are caught in a terrible pinch, which should put many of them out of production over the next few years.

On the one side of the pincher are rising costs. Gold production costs rose by 29.8 percent, 15.5 percent and 29.7 percent during the past three years. This increase is well in excess of the gold price increase. This year it is predicted to be a minimum of 20 percent.

The other leg of the pincher is the gold price, which is predicted, will fall considerably from the present high during 1979.

Already many of the marginal mines will not be able to operate without severe pressure at gold prices of less than $200 dollars an ounce next year. But unfortunately, there are many more mines currently mining high grade ore which will become marginal mines soon when they go on to the low-grade ore.

Sometimes, the industry has to find a way to stop the terrifying price escalation. About the only avenue where this can be accomplished is labour.

According to the 1976 annual report of the Chamber of Mines, total working costs amounted to Rand 1,437 million. Of that figures, Rand 355 million were for wages and Rand 394 million, giving a total of Rand 738 million, which means that labour amounts for 51 percent of the miners' working costs.

In fact, in many mines it is as high as 85 percent.

Yet despite the hazardous future of many of the gold mines, the Mine Workers Union persists in its policy of rate-for-the-job. It has repeatedly claimed blacks can be admitted to the ranks of skilled workers only if their union, are equal to that being paid to whites.

It is considered inevitable, according to some sources, that as blacks take over certain categories of work, the wages will be downgraded and whites formerly in that position who are incapable of being up-graded could be fired or "carried" by the mines, which would be a self-defeating programme.

This is the background to the clash of views currently taking place between mine managers and trade union officials, although neither side have actually come out into the open and stated this.

Van den Bosch claims that recent demands made by the union have cost the mines a packet in lost productivity and increased wages.

For instance, the 1973 productivity agreement at best only succeeded in preventing, for a time, a decline in productivity. The 11-shift fortnight agreement struck with the Mine Workers Union in August, 1976, led to an increase in working costs and a decrease in productivity. To prevent further losses in production, management stepped up overtime payments and on 14 major mines examined, the extra cost involved was Rand 220 million.

A spokesman for one of the mine points out that a key to bringing blacks into skilled works underground is a blasting licence.

By law, only a white can hold a blasting license at present. There is a limit to the amount of skilled jobs available that do not require a blasting licence, which is why there is a backlog of work.

The circular says no job below a white will go to a black at a lower rate of pay on the sole criterion of reducing costs.

Refusal is made to the use of sound job evaluation techniques to determine the work content of jobs and their rates of pay and to the maintenance of existing standards of work, selection criteria and training.
How Anglo will make mine labour changes

JOHANNESBURG — Anglo American Corporation's gold mines are paying particular attention to the industrial relations needs of the era of relatively rapid change which, they believe, lies ahead in South Africa, and have run a large number of courses for white employees at all levels.

"We believe the courses are having an important impact, not only on knowledge, but also on attitudes," Mr D A Etheridge, chairman of Vaal Reefs, and Mr G Langton, chairman of Western Deep Levels Holdings, said in their annual reviews.

"In order to complement the changes which are required over the next few years, and to ensure the best use of our manpower resources, it is crucial to develop among employees attitudes of mind which support the philosophy behind these changes.

"The white employee will always be an indispensable factor in the running of our mines but, not surprisingly, he views the advancement of blacks with apprehension in terms of his own job security."

The mines have sent an intake of workers similar to white officials and Union men, setting out the following guiding principles:

1. There are no grounds on which racial discrimination can be justified.
2. No company in South Africa can escape its responsibility for improving job opportunities available to its black employees,
3. Proposed changes in labour utilisation will be discussed with white employees and the associations and unions which represent them;
4. Existing white employees are promised that they will neither lose employment with the company nor suffer a drop in pay as a result of any alteration in labour utilisation. Training opportunities are being offered to enable them to develop their skills;
5. No job held by a white employee will go to a black at a lower rate of pay on the sole criterion of lower costs. Reference is made to the use of sound job evaluation techniques to determine the work content of jobs and their rates of pay, and to the maintenance of existing standards of work, selection criteria and training;

The chairman comments that the circular "has not been the subject of adverse reaction rather than in isolated cases.

Further circulators will be issued to clarify aspects of the Corporation's industrial relations policy, and it was hoped all white employees would see in the circular the Corporation's determination to bring about changes in the labour field in such a way that they could confidently re-operate with the mines.

Anglo mines, together with other mines, are submitting evidence to the Commission of Enquiry appointed by the Minister of Labour and Mines with terms of reference covering every aspect of industrial relations, and charged with recommending legislative changes to improve the handling of labour matters.

Turning to the 11-shift formula, the chairman noted the effects on Vaal Reefs and Western Deep Levels have principally been to increase overtime payments, as many black employees have volunteered to work on their Saturday off. The additional annual cost is presently estimated to be just over R1 000 000 for Vaal Reefs and about R1 600 000 for Western Deep Levels.

"In the light of the stringent economic conditions in South Africa, and the country's continuing high level of inflation, wage increases were kept at a minimum."

"This is the second successive year in which the industry's employees have accepted pay increases which are substantially less than the advance in the consumer price index, reflecting a situation where real incomes are declining. Of course, the impact of this is lessened to the extent that we continue to provide extensive fringe benefits at minimal cost to employees."

January 1978, has, including the surcharge, risen 25 per cent at Vaal Reefs and 13 per cent at Western Deep Levels and, after labour, now constitutes the largest single cost elements of these mines.

The mining industry is the largest individual power consumer, taking approximately 23 per cent of Escom's production in 1976. If tariffs continue to be increased at the rate they have been in the last two years, the lives of the mines will certainly be shortened — SAPA
Government to step in

Direct government intervention in the battle over the five-day week on the mines appears to be on the cards.

This view is supported by the fact that the Frankel Commission is alive, well, and about to become involved in negotiations between the Chamber of Mines and the mining unions.

The commission—which completed its final report (merely an edited version of its interim report) last year—is due to meet the Chamber of Mines and the Mineworkers' Union this week. It is expected to prepare a vital report on the compromise 11-shift fortnight experiment, which has now been in operation for a year.

The experiment was coming to an end as the FM went to press, and the commission is now planning an investigation aimed at "assessing the success of the 11-shift fortnight and suggesting possible alternatives," according to a spokesman. The report will not be published, but will go straight to Minister of Mines Fanie Botha.

The key issue in the investigation will be the resolution of the experiment's effect on production. The unions claim that production has increased since the 11-shift fortnight began. But the mines retort that it has only done so because their black labour complement has risen.

Last week, however, Anglo American reported that less rock was mined at Western Deep Levels last year than at any time since 1965, and estimated that one and a half months' production—worth R27m—had been lost as a result.

Anglo believes that the 11-shift fortnight was at least partly responsible for the drop. But the unions use the tonnage milled as a yardstick for production. And this, they say, has grown.

As the FM went to press, the commission was awaiting instructions from Botha. If he gives the go-ahead, signalling government's direct interest in the five-day week negotiations which are about to begin, the move could be ill for the unions. Botha has already publicly stated his opposition to a full five-day week.

The commission has already sent questionnaires to all mines asking them to supply figures on the 11-shift fortnight's effect on productivity. The returns are due in by the end of April.
No Armageddon yet

Despite the frenzy which Arrie Paulus's Mineworkers' Union is whipping up about the "forces" which Anglo American is allegedly "gathering" to

around job evaluation and "education" programmes aimed at rank and file white miners. Etheridge thus points to a briefing paper distributed to white miners attempting to reassure them that changes will not undermine their job security.

Anglo also runs courses aimed at changing white miners' attitudes to race issues. At the stop, Etheridge concedes that "we can't claim any special success as a result of the courses, changing attitudes is one of the toughest jobs there is." But he adds that the courses have evoked "little hostility and a good many favourable reactions." It's all a good deal less than the fire works many predicted. But, says Langton, "the experience of other industries indicates that the slow, grass-roots approach achieves more than that of simply putting demands to the unions."

So Anglo appears to be banking not only on Wachain, but also on the assumption that rank and file union men are more amenable to change than their leaders - a point made in an earlier Anglo document which also surfaced in The Mineworker.

Whether the "softly, softly" approach can be reconciled with the industry's view that productivity is so low that changes are desperately needed, is another matter.

While the unions dismiss their employers' complaints about low productivity as attempts to beat down wage claims, both Etheridge and Langton - together with the other groups - say they are worried about productivity. Etheridge argues that productivity is a "management function - we can't blame the unions until we've done all we can." But both the Anglo men add that the productivity problem is largely the result of bare to black advancement and the migrant labour system.

Nathan... weak workers, vacillating bosses

"Liquidate" it, no head-on clash is on the horizon.

In yet another secret document to find its way into the columns of the union's paper, The Mineworker, Anglo's Phil Nathan - dubbed Don Quixote by the union - argues that the only long-term solution to the black job advancement question is an integrated union.

But Anglo is not looking for a fight on black job advancement - at any rate not yet. Gold division chairman Denis Etheridge tells the FM that "there's a sort of moratorium on the issue until the Wachain Commission reports." The mining industry hopes that Wachain will facilitate the movement of black miners up the jobs ladder.

Etheridge and gold division MD Gerald Langton were speaking to the FM this week on labour issues raised by them and representatives of "Local Blacks" and desperate trouble then - we simply can't fill the jobs which would be vacated with whites only."

So bars on black advancement will become an even greater stumbling block when the economy picks up.

Can the battle be postponed indefinitely?

Nathan for his part believes the union is in an extremely weak position at present. "However," he warns, "there can be no doubt that with astute leadership, and given the timidity, lack of resolution, the divergent philosophies of the mining houses, with their reluctance to plan ahead, the union may yet weather the crisis and emerge stronger than ever."

Employers and unions in the mining industry will now wait until the Fransman Commission reports to Minister of Mines Fanie Botha before beginning negotiations on the five day week. The 11 shift fortnight will continue until then.
Some miners earn R3 000 a month

By ADAM PAYNE

WHILE the Mine Workers Union has demanded an across-the-board wage increase of R800 a month, some miners are already earning about R3 000 a month with contract bonuses and overtime.

The average wage of miners in Johannesburg who make decisions covering mining policy and involving millions of rand.

The highlights in the R3 000-a-month area are on Baf-Rosettenville mine and are exceptional. They earn their money with hard work in so-called factory stopes, drilling, blasting, and cleaning six days a week.

The chairman of Baf-Rosettenville, Mr. John Frits, says the high wages are the result of a productivity drive which is paying dividends for both the company and the stopers.

He says: "We examined our operations and decided that we must have more stoping face. The mine is deep and conditions are hot and we decided that to install more ventilation and refrigeration would be extremely costly."

"The changes we made have concentrated our supervision and also concentrated ventilation and refrigeration, which is important at depth.

"We redesigned the stopes layout by putting in more gallerys and more winches at 20 metres of face.

"We then employed consultants to advise us how much to pay for contract work, payment for which is based on the number of centares broken.

"We followed their recommendations, with results far better than expected for both the mine and the stopers."

The factory stopes have a high stoping width because the reef channel is wide which facilitates high productivity. The stopes are long, with five panels each of which is 20 m and they are on cooling well named, i.e., with best teamwork leaders, and maneworkers.

The stopers employ a crew on each panel. Their supervisory role has been increased, and they run highly productive units.

Mr. Frits says that last year the average face advance under this system was 15% better than in 1988 and he expects a further improvement this year.

In 1976, the average face advance for each month was 200 m; this was increased to 285 m in

1978 and to just under 300 m last year. While there are extra costs in introducing the system, such as changes to haulages, and the labour bill is high, the reward in extra ore broken more than compensates for the costs.

COMMENT: A side-light on the Baf-Rosettenville experiment is that many white miners do not want to abandon the 11-shift fortnight in favour of a five-day week, for which their union is pressing.

Under the 11-shift fortnight they are paid overtime rates for the 13th shift which suits them well. They are happy to work on the 13th shift, and as are their black miners because of rewards stemming from this work.

Fig. 1. Note etc. varies in supply of money
DECLARATION OF CONTROLLED MINES AND RISK WORK

The Minister of Mines has, in terms of section 10 of the Occupational Diseases in Mines and Works Act, 1973 (Act 78 of 1973), declared the following mines to be controlled mines with effect from 1 June 1978:

(i) The mine known as Bobbejaan Mine, on the farm Bellbank NW 48, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Kingo Diamonds (Pty) Limited and Carlsten (Pty) Limited, P.O. Box 338, Kimberley;

(ii) The mine known as Blinkklip Diamante (Edms) Beperk, on the farm Doornkloof HV 36, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Blinkklip Diamante (Edms) Beperk, P.O. Box 35, Barkly West;

(iii) The mine known as Du Plessis Diamante (Edms) Beperk, on the farm Doornkloof HV 36, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Du Plessis Diamante (Edms) Beperk, P.O. Box 52, Barkly West;

(iv) The mine known as Sover Mine (Pty) Limited, on the farm Sover HV 35, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Mr D. P. F. de Bruyn, P.O. Box 91, Barkly West;

(v) The mine known as Loxton Exploration (Pty) Limited, on the farm Loxton 1610, situate in the Magisterial District of Boshof, Province of the Orange Free State, which is at present being worked by Mr D. P. F. de Bruyn, P.O. Box 91, Barkly West;

(vi) The mine known as Duncarl Diamonds (Pty) Limited, on the farm Bellbank NW 49, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Duncarl Diamonds (Pty) Limited, P.O. Box 91, Barkly West;

(vii) The mines known as De Bruyn’s Bellbank Mine (Pty) Limited, Suid Uitbreiding Diamantmyn, Suid Blaa Diamantmyn, and Middel Blaa Diamantmyn, on the farm Bellbank NW 48, situate in the Magisterial District of Barkly West, Cape Province, which are at present being worked by De Bruyn’s Bellbank Mine (Pty) Limited, P.O. Box 91, Barkly West;

(viii) The mines known as Verslus en Albertse Diamantmyn and Verslus en Van Niekerk Diamantmyn, on the farm Bellbank NW 48, situate in the Magisterial District of Barkly West, Cape Province, which are at present being worked by Good Hope Diamonds (Pty) Limited, P.O. Box 84, Barkly West;

(ix) The mine known as Eendrag Diamant en Minerale Ongemisgaatskaap (Edms.) Beperk, on the farm Vergenoeg HV 35, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Eendrag Diamant en Minerale Ongemisgaatskaap (Edms.) Beperk, P.O. Box 151, Barkly West;

(x) The mine known as Frank Smith Diamantmyn, on the farm Smith’s Mine HV 37, situate in the Magisterial District of Barkly West, Cape Province, which is at present being worked by Mr R. C. Verslus, P.O. Box 84, Barkly West;

The following work at the said mines has been declared risk work by the Minister, in terms of section 13 of the said Act, with effect from the same date (i.e. 1 June 1978):

1 Excavations.

In any underground or open working.
No fall-out yet

The scrapping of the clause in the Mozambique Convention dealing with miners' pay probably won't have much effect on mine labour recruiting in the short term — but it could have a long-term effect.

The Mozambicans — who have been planning for the gold clause's abolition for some time — acknowledge that they are not in a position to stem the labour supply to SA mines in the near future. But they are apparently looking at ways of gradually phasing out the supply of this labour.

In terms of the clause, 60% of Mozambique miners' pay was remitted to the Maputo government in the form of gold at the "official" price. Maputo was then free to sell the gold at the free market price.

A Chamber of Mines spokesman tells the FM that the deferred pay system will continue in exactly the same way as at present — only the price of the gold will change.

Because of the uncertainty about the future of labour supply from Mozambique, as well as certain administrative problems, recruiting from Mozambique has dropped sharply — from 79 000 in mid-1976 to around 35 000.

The Chamber tells the FM, however, that "we welcome Mozambican miners. It's even possible that the mines will want to recruit more Mozambicans now that the clause has been abolished."

Certainly, the mines could manage if the Mozambique labour taps were completely turned off. But the Mozambicans are acknowledged to be among the most efficient and hard-working miners and there's no doubting that their withdrawal would be a blow.

That's unlikely to happen in the near future. While the Maputo government has commissioned a study aimed at looking for long-term work alternatives for Mozambicans, government sources realise that it will be a long time before the flow of miners can be stemmed, let alone cut off completely.

The scrapping of the clause apparently came as no surprise to the Mozambicans. They have been expecting it for over a year now and have been allowing for its possible effects in their overall economic planning.
Mine unions spurn latest pay offer

Labour Reporter

A "completely unacceptable" offer was made by the Chamber of Mines during the pay negotiations with the Council of Mining Unions in Johannesburg yesterday.

In return, the council made known the minimum the unions were prepared to start talking about. Mr Ben Nicholson, vice-chairman of the council, announced after the two-hour meeting.

He said the council's minimum demand included higher pay and improved conditions of employment. He declined to specify either.

The two sides are to meet again on Thursday.

The latest edition of the union's journal, Mine Worker, complains about the "shamming and hard-luck stories" of the mining houses concerning the pay talks.

While they complained about the increases in working costs, they were also faced with "the problem of increased profits," the journal said.

"What can they possibly do when the profits belie the hard-luck stories?"

The reason for the laments is that white miners are too expensive and should be replaced by qualified black miners, the paper said.

Another indication of the low level of sophistication of the Black labour market in South Africa. More than direct from door to door to look for work. From a blind, random process. Many on information received from others.

Work is, nevertheless, considered of the substantial in-entailled. For the Rural workseeker, the law and taking the risk of contrast with the low proportion who attended the Labour Bureaux, particularly in the Rural area. This more than anything else, underlines the failure of the Labour Bureaux to function as a market-clearing agent. Many writers have indeed identified the reasons for the shortcomings of the system.
Franszen report on miners is tabled

BY RIAAN DE VILLIERS
Labour Correspondent

The final report of the Franszen Commission of Inquiry into a five-day working week in the mining industry was tabled in Parliament on Monday.

The report is identical to the commission's interim report tabled in March last year, and its proposals for a compromise 11-shift fortnight for mineworkers have been in operation on the mines for more than a year.

The commission is now investigating the effect this system has had on mining costs and production, and is expected to report its findings next month.

The commission was appointed in 1976 after the long-standing dispute on the issue between the Mine Workers' Union and the Chamber of Mines nearly resulted in a strike for the second year running.

Among the main findings were:

- The commission supported the principles of a five-day working week but found that a five-day production week for mines would be too costly to the country at this stage.
- It recommended a seven-day mining week but with mineworkers working only five days each as a possible final solution.
- It recommended an 11-shift fortnight — whereby miners worked six days one week and five the next — as an interim system until the issue could be resolved.

Soon after the interim report the MWU agreed to work an 11-shift fortnight. The effects the system has had on mining costs and production have now become a central issue, and has been the subject of a running battle between the MWU and the Chamber of Mines.

The MWU's agreement to work to this system expired on March 31 this year, but it has agreed to continue until the commission completes its findings.

This does not mean that the MWU will abandon its demand for a five-day week. It has repeatedly stated its determination to reach this long-held goal.
R80 more or else, say mine unions

Sieg Hannig, Labour Reporter

The Council of Mining Unions has given the Chamber of Mines one week to meet its demands of an R80 rise in monthly wages plus additional fringe benefits — or face confrontation.

The unions were prepared to lower their original demands, said Mr Ken du Preez, chairman of the council, after yesterday's pay talks.

"But the chamber was not prepared to go beyond an increase of five percent in wages plus an extra one percent in increased pension fund contributions."

The chamber claimed the union's demands would amount to the equivalent of a 28 percent pay rise, Mr du Preez said.

The union regarded an R80 rise for their members as an increase of about 15 percent on average.

Mr du Preez was not prepared to say to what extent the unions were prepared to lower their demands.

"What the chamber offered and what we were prepared to come down to left a large gap," he said.

"We have given them a week to comply with our original demands, against which we shall apply for a conciliation board."
MINE WAGES

The 10% gap

Wage negotiations on the mines have reached a crucial stage. The Council of Mining Unions has threatened to declare a dispute unless the (white) miners are awarded a 15% wage and fringe benefit increase.

The demand follows a statement to the unions by the Chamber of Mines that it can afford to add only 5% to its labour costs for the 1978 pay year. Initially, the mines had offered only 4%.

Last year, union men received a 5% increase after the Chamber had initially refused to grant any increase at all. Even that increase, however, was one of the lowest in the past years.

This time, the unions have rejected the 5% offer, labelling it as "derisory." They want the industry to accept a 15% increase in its white labour costs this year. The unions would then consult their members and decide how to divide the 15% between wages and fringe benefits.

The Chamber argues that SA's current economic climate and rapidly escalating costs on the mines make it impossible for any large increase to be awarded, but the unions reply that the industry's claims about cost increases are exaggerated.

The two parties are due to meet again this week. If the unions' claims are not met and a dispute is declared, Minister of Labour Fanie Botha would have to appoint a conciliation board.

Financial Mail April 21 1978
Dispute threatens mining industry

By RIAAN DE VILLIERS
Labour Correspondent

WAGE negotiations between the Chamber of Mines and the mining unions broke down this week and, for the second year in succession, a formal wage dispute threatens the mining industry.

After the failure to reach agreement, the unions notified the chamber that unless the chamber met their demands within seven days they would apply for the appointment of a conciliation board in terms of the Industrial Conciliation Act.

But union spokesmen said the parties were so far apart that a dispute was inevitable.

Mr Ken du Preez, chairman of the Council of Mining Unions, said the unions originally claimed R80-a-month increase for all categories, plus improved fringe benefits. This, said the chamber represented a total increase of 28%.

The chamber, at first, offered a rise of 4%, but raised this to 5% last week. In yesterday’s negotiations they offered an additional increase of 1% in employers’ contributions to miners’ pensions.

In turn, the unions indicated that they were prepared to negotiate on a package increase of about 15% — but this the chamber rejected.

“We regard the chamber’s offer as unreasonable in the circumstances,” Mr. Du Preez said.

“We can’t go back to our members again with only 5% — as we did last year — while inflation continues to run at more than 11%.”
Put mining capital to work

CAPETOWN — The enormous capital assets of the mining industry could not be allowed to stand idle for two days a week, Dr Zac de Beer (PFP, Parktown) said in the House of Assembly yesterday.

Speaking during the mining vote in the Budget debate, Dr de Beer said it was essential that capital intensive industries, such as the mining industry, be used to the best possible advantage.

If the mining industry were to maintain its strength and vital export potential it could not afford to let its capital assets be idle for any part of the week.

The question of a working week in the industry was complicated and delicate, but the time and consideration should be given to instituting a seven day week for mines as opposed to a five-day, shift week for mineworkers.

If this were to be done, productivity would improve and real costs reduced, he said.

Dr de Beer said it was also a need for a greater willingness to be flexible in the use of available labour.

The mining industry had been criticised in certain quarters for increasing the wages of its black workers at an inappropriate time.

It had been necessary to reduce the industry's dependence on foreign black labour to the greatest possible extent.

To do so the mining industry had to be competitive. In spite of the increases black workers were still paid more in secondary industry than they were in the mining industry.

"It remains necessary to narrow or close the gap in wages paid in the mining industry and in industry in general if the mining industry is to be competitive in the labour market," he said — Saps.
Sudden talk after miners' warning

Labour Reporter

The Minister of Mines and Labour, Mr Fanie Botha, held an unscheduled meeting with trade unionists today after a warning from the Mine Workers' Union not to meddle with laws protecting white miners. The union's warning relates to a report on yesterday's Transvaal farmers' meeting do all work.

The Minister is reported to have said the report did not reflect his words at the meeting.

The executive council had decided that miners would paralyse the mines if there was any meddling with the colour bar relating to their work, the statement said.

Labour reporter after the monthly meeting of the Mine Workers' Union executive council yesterday, the union said it felt the Minister was prescinding to the Wiehahn Commission on labour legislation what its recommendations should be.
Miners assured

HOUSE OF ASSEMBLY. — The Minister of Mines, Mr Fanie Botha, last night assured white mineworkers that all doors would not be opened to all races in the mining industry.

Mr Botha was referring to a newspaper report quoting him as having said during the labour vote in the Assembly that all races should be allowed to do all work and a subsequent statement by the Mineworkers’ Union yesterday.

Mr Botha, who was speaking on his vote in the budget, said: “Mineworkers must know that we will not open all the doors. The progress that must and will come will take place according to negotiation.” — Sapa
new ground in mining

Rock-cutting breaks

MECHANIZED MINING

ROCK-CUTTING BREAKS AND MINING MACHINES

Sunday Times, Business Times, April 30, 1978
Mechanization

The mechanics of rock bursting occurs due to the tensional stresses that develop in the rock due to the excavation of the tunnel. These stresses are generated by the excavation of the tunnel and the subsequent build-up of pressure. The resulting tensional stresses exceed the intact rock's tensile strength, leading to the formation of cracks and potential rock bursts. The mechanism of rock bursting involves the propagation of fractures, which can be arrested or propagated depending on the rock's properties and the excavation method used. The process is influenced by factors such as rock type, support condition, and excavation rate. Understanding the mechanics of rock bursting is crucial for the safe design and operation of tunnels in rockburst-prone areas.
Electronic eyes to take over sorting

ORB-SORTING at Buffelsfontein will go optical, an event that is set to revolutionise the method of ore sorting at the mine. The new technique, called Photometric Sorting, is being introduced at Buffelsfontein and is expected to greatly improve the efficiency of the sorting process.

OTM sorting at Buffelsfontein is currently carried out manually by a team of workers. The new Photometric Sorting system, however, is claimed to be significantly more efficient and accurate.

The Photometric Sorting system works by detecting differences in the light reflecting properties of different minerals. This allows for the automatic sorting of ore samples into different grades based on their composition.

The system has been designed to process 250 tonnes of ore per hour, and is expected to reduce the cost of ore sorting by up to 50%.

Mr John Barton, Manager of Buffelsfontein, explained that the new system would greatly improve the efficiency of ore sorting at the mine.

"Our current method of sorting is time-consuming and labour-intensive," he said. "The new system will allow us to process ore samples more quickly and accurately, and will significantly reduce our costs."
Automation Cuts Costs in Hoisting

Automation of mine hoisting equipment with sophisticated control gear is another area where labour costs are being cut and output increased, according to Mr W A de Beer, of the Winder Controls group of Germiston.

"The switch to automation involves straight end-to-end rock hoisting and the more sophisticated automatic service elevator operation, including radio control from the cage," he said.

The company produces single and double drum stage winders based on a standardised range of drum sizes with various types of geared or direct drive. It has also supplied a number of hydraulic braking systems for new and existing winders.

"We are able to offer a patented hydraulic deceleration control system which will provide a rate of retardation of the cage irrespective of the load, direction of travel or coefficient friction between the brakes and the brake drums," Mr de Beer said.

"We have handled a number of complete turnkey projects from the design to the commissioning of all winder room equipment.

"On the lashing side the two shafts completed 18 months ahead of schedule at Elandsrand, were using our gear, and another unit has completed 300 metres of shaft with only two hours of enforced down time."

The group's development work includes static hydraulic braking control using vacuum contactors for high voltage isolation, and static cycloconverters for low frequency dynamic braking and low speed creepage. Another field of development is electrohydraulic servo mechanisms where it has the backing of the American servo controls company, Moog Inc., for whom it is the local distributor.
Minister reassures mine union

No labour changes — not even the recommendations of the Wiehahn Commission — will be introduced before agreement has been reached, with employees, says Mr P F. Paulus, leader of the Mine Workers' Union.

This is what he concluded from assurance given by the Minister of Labour, Mr F. F. Botha.

The assurance was given in the House of Assembly and reaffirmed to the Council of Mining Unions on the following day — after a Mine Workers' Union threat to paralyse the mines if there was any meddling in the colour bar relating to miners.

The developments followed newspaper reports that all jobs would be thrown open to all races, MrPaulus wrote in the latest edition of his newspaper, The Mineworker.

"The Minister had given the "unequivocal assurance" that change in the work pattern of the mining industry would be made only after employers and employees had negotiated and agreed on the proposed change, Mr Paulus said.

"It is also fair to accept that the findings of the Wiehahn Commission will have no effect on the Minister's assurance," Mr Paulus wrote.
DEPARTMENT OF MINES

No 949
12 May 1978

DECLARATION OF WORK IN NATIONAL INTEREST

The Minister of Mines has, in terms of section 9 (1) (f) of the Mines and Works Act, 1956 (Act 27 of 1956), declared that in his opinion the performance of certain work, details of which appear in the Schedule to Government Notice 115 of 20 January 1978, at the said Palabora Mining Company Limited, is necessary in the national interest for a further period ending 31 December 1978.

DEPARTEMEN VAN MYNWESE

No 949
12 Mei 1978

VERKLARING VAN WERK IN NASIONALE BELANG

Die Minister van Mynwe se het krakkens artikel 9 (1) (f) van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956) verklaar dat die verrigging van sulk werk, waarvan bewonderinge in die Bylae van Geowerfrontskenningsgewing 115 van 20 Januarie 1978 verskyn, by die genoemde Palabora Mining Company Limited na sy oordeel vir 'n verdere tydperk eindigende 31 Desember 1978 in die nasionale belang nodig is.
Mine men want 32% rise— and they’re ready to protest over less.

Complaints about likely

BY PAUL DIAMOND

Business

Sunday Express May 14th 1962

They’re ready to protest over less.
Dust takes a toll

Roger Dean

Miners' lung, the dread disease that has plagued workers underground ever since man first started digging into the earth's crust, shows no sign of abating in South Africa.

It takes an enormous toll in human life and suffering and in financial terms. Last year, more than R10 million was paid out in compensation to workers in mining and other high-risk industries.

At the end of last year, 8,418 families were receiving special pensions costing R9,14 million. Twenty-eight other cases had been converted into lump-sum benefits, with lump sums paid to 6,063 workers—more than R5 million!

The total value of benefits awarded to new cases over the year went up from R13,8 million to R16,8 million. And all the time the number of shifts worked in high-risk areas is increasing.

Still more disturbing, the latest report of the Medical Bureau for Occupational Diseases suggests many miner sufferers may be obtaining no compensation at all.

"Every day there are men who come to the bureau believing that they are entitled to compensation, only to be disappointed," says the director, Dr P F Wiles.

"Frequently they are men who have had long service on the mines and whose health is deteriorating. The bureau must weigh up in the course of repeated discussions the medical, social and economic situation of these men.

"Every effort is made to explain to them that their applications have received careful consideration and that the refusal of compensation is a just and fair decision."

The spectre that hangs over all these miners, as well as their families, friends and a host of other workers, is pneumoconiosis—a blanket name for a large family of lung diseases that begin with inhaled too much dust.
Mum has been producing 200 units a day and home workers 150. The managers declared that the union was entitled to increase the production to 250 units a day with better supervision and more training. The managers also stated that the current production rate was 180 units a day.

In response, the union countered that the current production rate was not sustainable and that the workers were being overworked. They also claimed that the managers were not providing adequate training and supervision.

The union and management agreed to meet again to discuss the production rates and working conditions. However, the union insisted on a minimum production rate of 250 units a day to meet the demand.

The managers, on the other hand, argued that the current production rate was already high and that increasing it would be detrimental to the workers' health and safety. They also stated that the current production rate was already above what was required by the contract.

The meeting ended with both sides expressing their concerns and agreeing to continue the negotiations to find a solution.
Mining call for black trade union rights

Own Correspondent

JOHANNESBURG. — The Anglo American Corporation has asked the Wiewahn Commission of Inquiry into South Africa's labour laws to grant trade union rights to all black workers — including the mining industry.

But it believes no effective union representing black workers will emerge in the mining industry for some time and that the "vast majority" of black workers will probably not be unionized.

It favours strict control of trade unions to avoid misuse for political ends, through legal requirements, as well as additional restrictions laid down by employers.

It also rejects legally-enforced "closed shop" provisions and favours voluntary union membership.

This has emerged from a confidential, Anglo American document reproduced in the
Anglo backs call for black unions

JOHANNESBURG — The Anglo American Corporation has asked the Wiehahn Commission of Inquiry into South Africa's labour laws to grant trade union rights to all, black workers — including miners.

But according to a confidential Anglo American document reproduced in the latest issue of the Mineworker, it believes no effective black union will emerge in the mining industry for some time — and that the "vast majority" of black workers will probably not be unionised.

It favours "strict control" of trade unions to avoid misuse for political ends.

It rejects legally enforced "closed shop" provisions and favours voluntary union membership.

According to the Mineworker, the journal of the white Mineworkers' Union, the document was sent to the Chamber of Mines in November last year by Mr Dennis Etheredge, chairman on Anglo's gold division, together with a draft chapter of its recommendation to the Wiehahn Commission.

From the document, entitled Problem Areas in Industrial Relations in the Mining Industry, it appears the corporation has proposed a two-tier system of industrial relations, including:

- Central collective bargaining between employers and trade unions representing all workers.

- Elected worker committees to deal with workers' views within individual enterprises.

But these would be an "ideal system" and could not be implemented immediately, the document says.

It also says the industry should be allowed a three-year period to build up committees on individual mines before conforming to the full standards laid down in the law.

It could be assumed that no effective union representing any significant number of black workers would emerge in the immediate future, but the document warns this should not lead to proposals to exclude blacks from trade unions and set up separate committees to negotiate with them.

The document argues in favour of trade union right for foreign black workers as well as migrant workers. Separate development aimed at making all blacks in South Africa foreigners, sooner or later and to build an industrial relations system on this basis would bring problems in its wake.

If the aspirations and interests of migrant workers were as low as some employers argued, they could be catered for at enterprise level and they would have no incentive to participate in trade unions.

To exclude any group from representation in the industrial relations system would be to court conflict.

On fears that union rights for blacks would allow a "power base for black political aspiration," the documents say the law should provide strict criteria to control unions.

Employers who felt blacks in trade unions would lead to "a radical political organisation" could set their own criteria before recognising unions.

But the criteria set up should not be seen as employer instruments to manipulate the unions, the document said. — SAPA.
Fragmentation worries

As the engineering industry was breaking through the job colour bar last week, the mines were facing a union backlash on the use of black workers from some of the same unions which signed the engineering agreement.

There's no contradiction, however. For, while the unions' objections on the mines do involve the use of black workers, it's the fragmentation of skills, rather than a racial issue that they're complaining about.

Amalgamated Engineering Union secretary Tom Neethling complains about "abuses" of the artisan aide system on the mines and suggests that the unions may demand the scrapping of the system.

Artisan aides (who are black) were introduced some years ago as a response to the shortage of mine artisans. They are supposed to assist the artisan in aspects of his job and thus partly relieve his workload.

Neethling tells the FM, however, that his men are angry at what they see as abuses of the system. "Many mines are using aides for tasks not laid down in the agreement. Some are even training them for these tasks."

The artisans see this, says Neethling as "an attempt to water down our jobs. The aide is now 1/2 of an artisan and the effect is to break up our trade and divide it up among unqualified workers. At any rate, we don't believe the shortage of artisans still exists."

Neethling's fears are shared by other artisan unions. Says SA Electrical Workers Association secretary Ben Nicholson: "We would rather see black artisans indentured than see a skilled job watered down in this way."

Indeed, Nicholson charges that abuses have led to a fatal accident on the mines. "In one case two miners were killed because a shift boss insisted that an aide do electrical work he wasn't qualified to do. And the only reason he could get to the wires to do the work was because he'd been given a key to them by the..."
The Chamber of Mines and the mining trade unions may have settled their differences on the pay issue — but the miners' annual round of negotiations has only just begun.

This week, the unions agreed to accept a 6% increase on their standard rates, together with a R40 lump sum for union men for each of the last two pay months. While the amount fell far short of union demands, they accepted it, says Council of Mining Unions chairman Ken du Preez, because they feared losing back pay if the bargaining dragged on.

However, the fact that this is now out of the way means that the mines must face two further issues — the black pay increase, which usually follows the white increase, and the five-day week.

The first will probably be resolved fairly soon by Chamber announcement on new wage levels. The FM understands that there is a strong feeling among sections of the industry that the award will have to be substantially higher than the 12% increase granted to the union men.

While black miners received only 1% more than their white counterparts last year, these sources stress that the mines will have to return to the relatively high increases of the few years leading up to 1976.

"We can't afford not to," says one mining man. Not only is there a pressing need to narrow the black-white wage gap, but the mines are forced to begin raising black wages rapidly toward the poverty datum line.

Minimum wages on the mines are still well below the PDL — starting wage for a surface worker is R42.90 a month, for an underground worker R68.90, and says one mine executive, "we simply can't justify this — if we don't do something about it in a hurry, we could be in danger of losing foreign coal contracts, to name one example."

Those who hold this view are holding out for a black increase of at least 12% — double the white award.

Some of the mining houses baulk at a large increase for blacks, however, and influential mine employers argue that the industry will have to be guided by Finance Minister Owen Horwood's appeal to employers to keep wage increases for all workers down. They suggest that a 12% increase is far too high. Indications are, however, that supporters of the 12% are unwilling to compromise and that they are prepared to put up a tough fight.

The five-day week issue is also likely to come to a head soon. Both the Mine Workers' Union and the mine artisans have already indicated that they will be pressing for a full five-day week this year.

Bargaining will probably wait, however, until the Franssen Commission investigating the five-day week completes its report on the effects on productivity of the 11-shift fortnight.

While the commission's final report has already been tabled in Parliament, it has been asked to carry out this monitoring exercise by Minister of Mines Pame Botha. A spokesman for the commission tells the FM that additional report should be with Botha by month-end.

Botha is not obliged to show the report to anyone — but he will probably reveal its contents to both the Chamber and the unions. Its findings are thus likely to play a crucial part in the negotiations and may lay a part in how firmly the unions press their claims.

The mines are likely to argue that the 11-shift fortnight has hampered production and that a five-day week would do the same. However, the FM understands that some mining employers would be prepared to agree to granting a five-day week to union men — as long as the mines were allowed to operate seven days a week, as the Franssen Commission recommended.

As far as mine artisans are concerned, their unions have already stressed that, while they want the five-day week, they are not prepared to agree to further concessions on the use of non-artisan labour in exchange for it.
Wage accord adds R7m to 1978 mine bill

By DON ROBERTSON
Mining Editor

THE 6% wage rise granted to white miners and workers from July will add almost R7m million to the industry's wage bill this year.

In a full year, the cost will be about R31 million.

The 6% figure agreed to last week is seen as an achievement for the Chamber of Mines which originally offered the Mines Workers Union. The union had asked for a 15% package increase to cover wages, pensions and other benefits.

The chamber agreed to a 5% pay rise plus a further 1% increase in pension contributions, but this was not acceptable to the union and a dispute was declared.

Over a full year, the wage hike will add about 0.5% to working costs which rose by 21.7% last year. In the current year, however, indications are that costs are being kept to a lower rate of increase in spite of the jump in electricity tariffs in January.

The R7-million additional payout this year includes just over R1-million in lump sum of R40 a month for May and June in lieu of back pay.

The wage increase affects about 18 000 of the 22 000 white workers on the mines. Mine officials have still to negotiate their wage scales.

More important, however, will be pay rises for black workers. It is believed that negotiations are underway and that a decision will be reached by about mid-July.

The chamber's wants to narrow the wage gap between whites and blacks, and in past year's blacks have received proportionately larger increases. However, with the mines battling under a cost squeeze, an 8% pay rise for blacks is seen as a maximum.

In 1978, white wages totalled R308 million and were an estimated R370 million last year. Black wages in 1978 were R667 million and are likely to have been higher last year as most mines increased labour complements.

In considering a pay rise for blacks, the chamber will bear in mind the possible introduction of a five-day week later this year.

The union and the chamber are at loggerheads over this issue, but any decision is likely to be delayed until the findings of the Fransien Commission investigation into the effects of the 11-shift fortnight. This is expected some time next month.

Several mining house chairmen have said the 11-shift fortnight has cost the industry dearly in terms of overtime payments and because of the need to employ more blacks to keep up production.

The agreement on wages was not accompanied by any productivity concessions as in the past, although these have largely been ineffective.

Of concern to the industry is the 4% general sales tax.

The chamber has asked for exemption from sales tax on a number of items, particularly capital equipment, but has not yet had a reply.
They all like the mines

Tribune Reporter

BLACK employment on the mines has reached record levels due to improved employment conditions and the economic climate.

There has also been increasing interest in mine work from Zulus - a group which has almost traditionally shied away from the mines.

A Chamber of Mines spokesman said Zulus had usually preferred to seek work in the industrial areas of Natal, disliking the work and the wages offered by the mines.

But this had changed and there was now a swing to the mines by black workers from Natal.

The result has been that the mining industry now has an almost embarrassing flood of black workers seeking employment.

The chamber's recruiting organisation, The Employment Bureau of Africa (TEBA), also reports that its district officers are regularly being forced to turn away many workers because the there are no vacancies.

There are now 421,000 black workers in the chamber's gold, platinum and copper mines - almost 100 per cent of the industry's underground requirements and 110 per cent of surface requirements.

A Chamber of Mines report said: "It is obvious that this over-supply of labour can mainly be attributed to the economic recession which has led to growing unemployment and a shortage of jobs.

Therefore there has been a natural gravitation of black work-seekers to the mining industry, it being virtually the only sector of the economy sufficiently buoyant at the moment to be able to offer employment."

The chamber also attributes the growing popularity of mine work to employment deals which have been developed over recent years and competitive wages.

Bonuses

The report says that to improve the stability of the workforce, the mining industry devised a re-employment guarantee and bonus scheme, to encourage trained black workers to stay.

Under the scheme, workers recruited in South Africa can qualify for a re-employment guarantee certificate after 48 weeks continuous employment, and ensures that a man who has ended his employment with the mines but returns within that period is guaranteed employment at his previous job rate on his previous mine.
DECLARATION OF CONTROLLED WORKS AND RISK WORK

The Minister of Mines has, in terms of section 10 of the Occupational Diseases in Mines and Works Act 1973 (Act 78 of 1973), declared the following works to be controlled works with effect from 1 August 1978.

The works known as Martin and Robson (Pty) Limited situated at Smit Street, Industries West, Germiston in the Magisterial District of Germiston, Province of the Transvaal, which is at present being worked by Martin and Robson (Pty) Limited, P.O. Box 197 Germiston.

The following works at the said works has been declared risk work by the Minister, in terms of section 11 of the said Act, with effect from the same date (i.e. 1 August 1978).

All work of or near the crushers, screens, ball mills, drying oven and coke bins, as well as all work in the bagging area where the raw ore is handled and where the product is bagged and loaded onto transport wagons, excluding work of a temporary nature performed by contractors or their employees which shall be completed within a period not exceeding 12 months.

DEPARTAMENT VAN MYNWese

VERKLARING TOT BEHORDERE BEDRYF EN RISIKOWERK

Die Minister van Mynwese het kragsans artikel 10 van die Wet op Bedryfsekte in Myne en Bedrywe, 1973 (Wet 78 van 1973), deur die volgende bedryf met ingang van 1 Augustus 1978 tot 'n behoorte bedryf verklaar:

Die bedryf bekend as Martin en Robson (Pty) Limited, gelei in Smitstraat, Industries West, Germiston, in die Landhoudersstreek Germiston, provinsie Transvaal, wat van die 1 Augustus 1978 af tot tydperk van twee jaar vervolg word.

Die volgende werk by die genoemde bedryf is met ingang van die gestelde datum (1 Augustus 1978) kragsans artikel 11 van genoemde Wet deur die Minister tot risikowerk verklaar:

Alle werkby of in die nabijheid van die vergruisers, soweel bui-en, droogonder en ertsakte, sowel as alle werk in die versakkingsstelsel waar die ruwe erts hanteer word en waaraan die persone verskyn en op vervoerswaens gelê word, met sonderders van werk van 'n tydelike aard wat deur kontaktes of hul werknemers verrig word en binne 'n tydperk van hoogstens 12 maande afgehandel moet wees.
Johannesburg — High-level talks at departmental level will be held in Pretoria on Monday to sort out alleged incidents of assault between white and black miners at the Impala platinum mine in Rustenburg which has led to a threatened strike by white miners.

Mr Arrie Paulus, secretary of the Mine Workers' Union, said yesterday he would be meeting representatives of the Department of Mines, of Foreign Affairs and of the Impala mine.

"The meeting is scheduled for 10 am and we plan to report back to the Impala miners at 11 pm on Monday, after which we will decide whether to take steps or not," he said.

Mr Paulus said the circumstances of the incident, which led to the Impala miners' decision to discuss a possible strike, had been given to him by the miner concerned.

The miner was taken to Poeng police station after an allegation of assault had been laid against him.

"The miner was manhandled in the charge office by a black policeman. The station commander intervened and ordered that he be finger-printed.

"The policeman in charge told him to go outside and wash his hands because he claimed they were dirty. All the while he was pushed around and generally manhandled," Mr Paulus said.

The miner later tried to lay a charge of assault at the Rustenburg police station, but was told to approach the Bophuthatswana authorities, as the alleged incident took place there. He decided to drop the matter and reported it to Mr Paulus.

Mr Paulus said he informed the Minister of Mines, Mr Eamie Botha, about the incident.

The miners met on Thursday night in an emergency meeting to discuss a possible strike because the Bophuthatswana Government had promised some months ago, after a similar incident, that their police would not interfere with Rustenburg's Impala miners — which is situated in the homeland.

According to Mr Paulus the miners are up in arms about the latest incident.
Envoy to act on treatment of miners

By Sieg Haun.
Labour Reporter

Diplomatic action is to be taken after the latest of several incidents in which the "undignified treatment" of white miners by Bophuthatswana policemen is alleged.

"South Africa's Ambassador in Pretoria will be asked to bring the matter to the attention of the Bophuthatswana authorities," the Deputy Secretary for Mines, Mr. F. A. Snyman, said in Pretoria today.

"He is to be asked to try to avoid a recurrence of incidents of this nature."

Mr. Snyman said there had been "several alleged incidents amounting to undignified treatment of white miners by Bophuthatswana policemen."

STRIKE THREAT

He was speaking after a four-party meeting called in Pretoria to avert a threatened strike by white miners of the Impala Platinum Mines in Bophuthatswana.

The meeting was urged by the general secretary of the Mine Workers Union, Mr. F. J. "Arrie" Paulus, after a miners' meeting held in Rustenburg on Thursday night, following the latest incident early last week.

During the incident at the Pokeng police station a miner was "pushed around by a k. (black) — by a k. constable," Mr. Paulus told The Star.

He said the 300 men who attended last Thursday's meeting decided to go on strike, but relented on his insistence to arrange talks with the Department of Mines, the Department of Foreign Affairs and Impala Platinum Bophuthatswana's Minister for Law and Order, said earlier he was getting a report on the matter from the station commander.

Mr. Paulus was to report back to Impala miners at Rustenburg late tonight.

He repeated the first "incident in the newly independent territory in March. This involved a white miner who had to travel 50 km to Pokeng after Bophuthatswana policemen had refused to take a statement from him at Impala mine after an alleged assault.

Mr. Paulus said then if his members were to be exposed to similar treatment again "we will not hesitate to advise them to look for jobs elsewhere."

The miner was acquitted of assaulting a black miner.

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Chevrolet is soon to launch
White mineworkers act on Black discourtesy

Pretoria — The Bophuthatswana Government was to be approached through diplomatic channels to see what steps could be taken to prevent incidents of alleged discourtesy taking place between Bophuthatswana officials and White miners working in platinum mines in the state.

This was the outcome of high-level talks that took place here yesterday between representatives of the Mine Workers' Union, the owners of the Impala Platinum Mine near Rustenburg, the Department of Mines and the Department of Foreign Affairs.

The deputy secretary of mines, Mr. F. A. Snyman, who chaired the talks, told Sapa the purpose of the talks yesterday was to find ways of preventing "incidents" in future.

Recently a White mineworker at the Impala Platinum Mine had allegedly been treated discourteously by Black policemen at the Potong Police Station in Bophuthatswana.

Mr. Snyman said it was alleged similar incidents had taken place in the past since Bophuthatswana became independent in December last year.

It was alleged that Black traffic officers had acted discourteously towards White motorists on a stretch of road running through Bophuthatswana.

Such incidents, and particularly the most recent one, were regarded in such a serious light by member of the Mine Workers' Union that they had threatened to call a strike last Friday.

"Mr. Arrie Paulus, secretary of the Mine Workers Union, however, succeeded in persuading the members of his union not to strike, but to give the Department of Mines an opportunity to investigate ways of sorting out the problems," Mr. Snyman said.

"From this followed the discussion that has taken place and at the talks methods were investigated as to how these points of friction could be eliminated.

"It was tentatively agreed that the Bophuthatswana Government would be approached through diplomatic channels to have a close look at the situation and to take steps to eliminate these sort of petty incidents in the interests of both countries." -- (Sapa)
calls for equality

Labour Reporter

An urgent plea for equal opportunity on the labour front was made today in the annual presidential address of the president of the Chamber of Mines, Mr J.W.P. van den Bosch.

"The Government should not shrink from the leadership that will be necessary to bring about change rapidly in this sensitive sector," Mr van den Bosch said.

He warned "that escalation in the absence of progressive relaxation of the restrictions on the more productive employment of labour can only lead to the destruction of the mining industry."

Yet it was on nothing that the country relied absolutely for the economy of which so much to the country's political and economic problems ultimately depended.

"We have a present time of recession and unemployment there was a chronic shortage of competent labour. This would get worse when new mines such as Driefontein, Bendorland and the South Africa Proprietary Limited entered production," Mr van den Bosch said.

"This policy should be expressed in legislation as soon as possible." The education system had to be geared to meet the demand for educated people. And the law must be administered so as to ensure equal opportunity for training and employment of all those with the necessary educational qualifications," Mr van den Bosch said.

The widespread acceptance, embracing all political groupings in South Africa, of job reservation based on racial discrimination is no longer defensible or permissible. The urgent needs of the time posed a critical challenge to the State, the employer and the trade unions. "Who must in concert bring about change in a pragmatic and not disruptive manner," Mr van den Bosch said.
MINERS

At five and sevens

The battle over the cost to the mining industry of the 11-shift fortnight on the mines continues. It is given added importance by the fact that the five-day week issue is likely to be resolved this year.

This week, Chamber of Mines president Lyane van den Bosch revealed the results of a survey conducted by employers into the 11-shift fortnight, the compromise arrived at between the Chamber and the Mine Workers Union last year.

Van den Bosch said the experiment, in which miners work one Saturday out of every two, had cost the industry R30m a year in working costs and a further R6m in capital costs. The drop in productivity, he added, amounted to "Irreducible losses substantial under utilisation of working force and equipment acquired at former labour capital cost."

The unions dispute this, arguing that production has increased since the 11-shift's introduction.

It has been suggested that if miners worked a full six day week, as they did before the 11-shift fortnight began, bargaining on the five-day week is due to begin in August, when government's Factories Commission of Inquiry into the five-day week will make public an additional report on the success of the 11-shift fortnight.

The commission's report will probably not resolve the issue. Employers and unions can't even agree on what the commission's last report said.

Van den Bosch implied this week that the commission had come out against a full five-day week, the unions insist that it backed it (the commission in fact recommended that the mines operate seven days a week, but suggested miners could work a five-day week on a rostered basis).

This view may well prevail — but repeated Chamber references to warning productivity (dismissed by the unions as a ploy), taken together with Van den Bosch's plea this week for greater use of black labour, mean that employers are likely to want some changes in labour patterns in exchange for such a deal.
18. When we come across further cases in Latin as extensions of the basic structure, we must always establish what function a particular case fulfils in its sentence. Take a sentence like the following:

\[ \text{urbepaus mus cenam dat} \quad (\text{gives}) \]
\[ \text{praebat} \quad (\text{offers}) \]
\[ \text{promittit} \quad (\text{promises}) \]
\[ \text{ostendit / monstrat} \quad (\text{shows}) \]

If a mouse (or \textit{cenam}) gives, offers, promises, shows, a dinner, the immediate question that arises is "to whom?", i.e. cui dat / praebat / promittit / monstrat? And then the answer is rustico muri, or veteri amico, or amicis suis, or veteribus amicis or whatever is required. These words are in a case which indicates that the action is taking place for or on behalf of or to the advantage or disadvantage of the person or thing indicated by the case. This case is called the Dative (derived from do, dare, because it is so often used with this verb). We find here a very common pattern in Latin consisting of the subject (nominative), the object (accusative), the indirect object (dative), the predicate (verb).
Labourer's rates will be £1.70 a week
and will be in full board.

A 1½ per cent on the whole cost of labour
will be added to the rates.

The new rates will be
£1.70 a week for the rates.

The new scale will be
£1.70 a week for the rates.

The new scale will be
£1.70 a week for the rates.
Blacks on mines get pay hike

Mercutty Correspondent

Johannesburg – Pay increases granted to Black mineworkers on gold and coalmines could cost the industry an extra R55 million in a full year and about R27 million this year.

The Chamber of Mines announced yesterday that the minimum starting rate for underground novices—would be raised by 11.32 percent to R17.70 a week and by 18.18 percent to R11.70 a week for surface workers. All workers receive free board and lodging, which has been estimated to be worth about R40 a month.

The new wage scales granted to Black workers follows the 6 percent pay increase negotiated by members of the Mineworkers’ Union earlier this month and the 6.6 percent granted to surface and technical officials last week.

While the chamber’s statement refers particularly to wage rates for novices, the wage hike will ripple through to the higher categories of workers and might be more or less than the percentage increase on the starting rate.

Each mining house, however, establishes its own wage scales above the minimum level.

10.2 percent

The cost of living for Black families rose by 10.2 percent in the 12 months to May this year and it can be assumed that the mines will take this into account when considering wage increases for the more skilled workers.

A figure of 10 percent seems to be the generally accepted “minimum” which would raise, by about R55 million, last year’s total wage bill of R558 million. In 1976, Black wages totalled R477 million.

The pay raise will affect about 400,000 workers on the gold and coalmines although it must be expected that other mining operations, including platinum and copper mines, which together employ 494,000 workers, will follow and raise wages.
R55m pay hike for black miners

JOHANNESBURG — Yesterday's pay increases for black mineworkers at gold and coal mines could cost the industry an extra R67 million this year and R90 million for a full year.

The Chamber of Mines announced yesterday that the minimum starting rate for underground miners would be raised by 11.12 per cent to R17/R a week and by 18.18 per cent to R17/R a week for surface workers. The new scale closely follows the six per cent pay increase negotiated by members of the Mineworkers Union earlier this month and the 10 per cent granted to surface and technical staff last week.

Each mining house sets its own wages above the minimum level, and all workers receive free board and lodging, worth about R40 a month.

An average 18 per cent increase will raise the total wage bill paid to black workers by about R55 million over last year's figure of R39m.

The pay rise will initially affect about 400,000 mineworkers. But other mining operations, including platinum and copper mines, which together employ 494,000 workers, are expected to follow suit.

Wage increases granted to members of the Mineworkers Union are expected to cost the industry about R7 million this year and R11 million in a full year.
Top mining man issues challenge on Blacks

By PAUL DIAMOND

The development of existing avenues of mining employment, open to Black workers and seeks a progressive increase in the labour force permanently housed on the mines.

"Despite prevailing restrictions, the industry has placed increasing emphasis on the development of existing avenues of mining employment, open to Black workers and seeks a progressive increase in the labour force permanently housed on the mines.

"The industry is seeking to encourage the migratory worker to return regularly to the job for which he is trained and to adopt mining as full time employment."

Pointing his finger to the Government's declaration that all people have an equal right to be trained and to qualify for any position, Mr Van den Bosch said this policy should be expressed in legislation as quickly as possible.

The education system must be geared to meet the demand for educated people and the law administrators should provide equal opportunities and training and employment for all those with the necessary educational qualifications.

"The urgent needs of the time pose a crucial chal-
BY MARTIN CREAMER

BOPHUTHATSWANA could engage qualified miners from Zambia's Copperbelt and Zaire if white South African mine workers went on strike, Dr Bennet Marengwa, Bophuthatswana's Acting Secretary for Mines, said this week.

In an interview with the Sunday Times, Dr Marengwa emphasized that the country was determined to protect its mining interests. 

"We have tried to make it clear to white South African mine workers that they are not indispensable, particularly now when there is an abundance of qualified miners on the labour market," he said. "We do not want to be held up for ransom by Bophuthatswana's economic woes.

Asked whether the closed-shop agreement between the South African Mine Workers' Union and the mines in Bophuthatswana would rule out recruitment of non-union members, Dr Marengwa said that as far as he was concerned, the closed-shop agreement was irrelevant. He maintained that the South African agreement was a stand-in agreement for the South African government. Mr Arrie Paulus, a politician and former head of the South African Chamber of Mines, strongly challenged this view.

"There are a lot of good miners from Zambia and Kolwezi looking for jobs. If I were a white miner, I would think twice before going on strike," he said.

"But it is only a matter of time before discriminatory sections of the Mine Workers' Union find out that black police roughed up a white miner after an assault on a black miner - the second this year," he said. With the Mines and Works Act, one of the cornerstones of apartheid, still in force in the new republic, Dr Marengwa warned that the closed-shop agreement would not bar them from obtaining such qualifications as blasting tickets - the key to advancement on the mines. 

"Two years' notice would have to be given of the Bophuthatswana Government's intention to scrap this and such notice had not yet been given," he said. "We will not be able to advance black miners without a fight."

Mr Arrie Paulus, general secretary of the Mine Workers' Union, said that the new republic would not be able to rely on foreign labour, because of the closed-shop union agreement.

Dr Marengwa said he would like to point out that the agreement was not with the Bophuthatswana Government, but with the mines themselves. He said that it would not be possible for the mines to recruit foreign labour, because of the closed-shop union agreement.

Mr Paulus reiterated his union's stand that the white miners would not be willing to train blacks. "If they want the blacks trained, why don't they try to get someone from Zambia and Zaire?" he asked.

Mr Paulus whose union will be represented on the commission of inquiry, said he would like to give one message to Mr Marengwa. "Tell him to allow his police to repeat what they have done and we'll show him that we will go on strike."
JOHANNESBURG.

Minimum salary scales for gold mine and colliery officials have been increased by 6½ percent and by 9½ percent for stoners and development shift bosses, mine overseers and underground foremen.

A Chamber of Mines spokesman announced yesterday that the new scales would be introduced retrospectively from June 1. Additional improvements have also been made to the minimum salary schedules of members of the Underground Officials Association.

Similar increases and adjustments have already been announced for members of the Mine Surface Officials Association and of the Technical Officials Association. The chamber sets only minimum salaries. Actual salaries paid were determined by the mining houses, the spokesman added.
The mine compounds are now violence in them claimed no

A secret government report has expressed the fear that "terrorism from outside the country will attempt to be absorbed" as part of the mining industry's migrant labour force. The mine labour supply from Mozambique is regarded as especially exposed to infiltration by terrorists.

The report, drawn up by an interdepartmental committee established in March 1975 to inquire into the causes of riots on the mines, has never been published. However, copies surfaced recently at an ILO meeting in Geneva.

The committee was set up following 54 riots on 34 mines in the two years after February 1973, in which 140 black workers were killed and 1,881 injured. Subsequently, the number of deaths, some of them at the hands of police, called in to restore order, rose to nearly 200. At the time, the mining industry generally passed off the violence as "faction fighting."

The committee was charged not only with discovering the real causes, but also with recommending steps to prevent further disturbances. In March 1976 after receiving the committee's report Mines and Labour Minister Harry Botha told Parliament it would not be made public.

The report sees the increase in disturbances on the mines in 1973-74 in the light of political events in Southern Africa. It finds no direct proof of political agitation, nor is it able to say that events in Mozambique led to the disturbances on SA mines. However, at certain mines there was an attitude among Mozambicans during times of Ruhimo-success that Ruhimo was showing how to deal with whites.

The report says that the interdepartmental committee "assumes that ROSS (sic) and the security division of the SA police are continually on the lookout for secret and underground political activities."

We expect that with the passage of time (if it is not already happening) agitators (communist or otherwise) and terrorists from outside the country will attempt to be absorbed as part of the migrant labour force taken up by the mines, and that the authorities are on their toes for such infiltration.

It goes on: "We feel that recruiting of persons or groups who can play a treacherous part in cooperation with the mining section of the mining industry and of the state in picking recruits on a very stark footing. The role of special importance is for a migrant labourer from Mozambique are concerned, who although they have heretofore been regarded as exemplary labourers, will from now on be under considerable pressure and political influence."

The committee expressed concern at the extent of the mines' dependence on foreign labour (then some 70% of the work force, but now reduced to about half). This made the mines "definitely most vulnerable to political and other changes in non-Western states."

The OAU, says the report, has discussed the possibility of "gradually withdrawing black labour" and at same time stopulating the payment of "royalties" by the mines to help the countries create more jobs internally so that their ultimate objective of total withdrawal of labour may be realised."

The committee adds that "coordinated action on this front could be expected in the future."

The report therefore recommended that the mines attract more SA labour by, inter alia, more intensive domestic recruiting, the payment of wages comparable with industry and the provision of more married quarters, as well as of facilities for wives to visit their husbands on the mines.

The black miner, says the report, has been awakened by political events on the subcontinent "to the extent of appreciating his important role in the industry. Younger workers in particular have been affected by these events, and we have repeatedly heard that young men tend to take the lead during riots."

Black miners are also aware of the "enhanced gold price" and the vulnerability of the industry.

The report adds that although no proof of political agitation could be found the black worker is "very susceptible to communist influences" and "everything has to be done to protect him from these."

The report also makes the point that "mineworkers these days undoubtedly lay much emphasis on being treated humanely. This is a natural tendency which should be encouraged."

Although heavier drinking (facilitated by wage rises) and "injudicious radio and newspaper reports" are listed by the report among the causes of the increased violence on the mines, the fundamental problem, it says, is migrant labour.

Compounds near Carletonville. Is there a Red under the bed?

Dr Banda’s domain

Since independence, Malawi has pulled itself up by the bootstraps. There are even signs of political mellowing.

“Twenty glorious years with Kamuzu.” Thus the slogan accompanying the anniversary celebrations of Dr Hastings Banda’s return to Malawi on July 6, 1968.

This week it seemed that President Banda was cautiously exposing his country to the outside world through the eyes of foreign journalists, who last Friday were allowed to interview him for the first time in 10 years, and who have been invited to travel freely round Malawi.

Visitors and residents are still required to abide by stringent dress regulations — no bell-bottomed jeans; skirts must be below the knees; and men with hair over their collars face a compulsory haircut at Chuleka Airport. Nonetheless, expatriates and diplomats speak of a relaxation of what was previously an oppressive atmosphere.

Conversations about politics remain discreet, but are no longer taboo. Malawians are once again accepting dinner invitations from foreigners.

As in the past, shops are full and visitors from Zambia and Tanzania stock up on everything from Camembert and chocolate to Cape wines and car spares. And aside from the comfortable life for whites, there is some evidence that for the 5.6m Malawians the celebration rhetoric is not entirely divorced from reality.

“Given Malawi’s disadvantaged position at independence (in 1964), progress has been remarkable,” comments the latest World Bank memorandum on the country.

Between 1964 and 1977, notes the bank, GDP grew at an average annual rate of over 6% in real terms, wage employment by over 8% a year between 1968 and 1976; fixed investment from 8.5% of GDP in 1964 to 22% in 1976; and domestic savings, virtually nil in 1964, amounted to 11.5% of GDP in 1976.

The country has few mineral resources. Banda himself handles the agricultural portfolio, and with considerable success — exports from this sector account for 90% of foreign exchange earnings. Production of the three main crops — tea, tobacco and sugar — has increased steadily over the years.

Tea production was 12% up over the 1976 level in 1977; sugar rose 11%, flue cured tobacco 21%, and burley 52% (the crop provides 51% of export earnings). Groundnut sales, however, have been falling.

The National Rural Development Programme (NRDP) has as its main aim increased production from the country’s 800,000 smallholder families. It includes four impressive schemes: the Lilongwe land development programme, the Karonga rural development project, the Shire Valley agricultural development project, and the Central Region lakeshore development project.

The country’s standing with international aid donors is high. Schemes are well planned, say aid officials. There is no corruption to speak of, no white elephants (the building of the capital, Lilongwe, is generally accepted as a major contribution to development of the impoverished north) and — possibly without parallel in Africa — surplus funds are returned to donors.

In addition to aid from traditional sources — the US and Britain — Malawi is now tapping new sources of funds like the EEC and the OPEC countries’ Special Fund, which recently provided a $1.5m loan for a highway.

Last year Malawi obtained a $25m loan syndicated by Chase Manhattan Bank to assist in the construction of Lilongwe’s international airport, and a $10m development loan from Citibank of New York.

Furthermore, SA can be quietly content with the Malawian connection: The Republic’s goods dominate the shops,

what Finance Minister Dick Matenje described as “a dangerously low level” of foreign reserves by the end of 1976. However, the reserves recovered — and now stand at a post-independence high of R83.2m.

Furthermore, the miners (and their remittances) are coming back; the Malawian complement on SA mines stands at some 19,800 at present.

Malawi has been a de facto one-party state since 1964. But last week, for the first time since 1961, Malawians were able to choose their parliamentary candidates — and nearly two-thirds of the members of the last parliament either failed to win nomination for their constituencies, or were defeated by rival candidates of the ruling Malawi Congress Party.

The censors’ ink

This, and the rosy statistics, hardly make the country a paradise. The censorship system remains stifling. News of the South Yemen coup was inked out in foreign papers sold in Blantyre: “It might give people ideas,” said one official.

Relations with neighbouring Mozambique and Tanzania, and to a lesser extent Zambia, are not cordial — yet Malawi depends totally on the trade route via the ports of Beira and Nacala.

Another political issue that gives cause for concern is the personality cult surrounding the President. It is bizarre to the outsider. Such is Banda’s domination that senior ministers pop up to recite praise or statistics, like schoolboys declining their verbs before an authoritarian Latin master. This raises the question of how dependent Malawi is for its achievements on one man with no obvious successor.

Nonetheless, there are further signs of positive political change.

- The release a year ago of some 2,000 political detainees
- Two of the most feared men in Malawi (believed to be partly responsible for repressive measures), the head of the special branch and the secretary-general of the party, were removed from office last year. The former has been sentenced to life imprisonment, the latter executed.

On the economic front, the World Bank points out that despite great strides, Malawi (per capita income in 1976, US$140) is a very poor country.

Further, as in other black states, there is a serious shortage of skilled manpower.

Nevertheless, the past 14 years suggest that Malawi is capable of meeting these challenges.
Says the committee "It is our view that it is the system of migratory labour per se that is creating the problems, but it is a system that has been in use for at least 75 years and at this juncture there does not appear to be any practical alternative."

Of the 54 riots examined, 33 arose out of incidents between different ethnic groups, according to the report. Nearly all of these clashes involved Basotho or Xhosas or both.

But the committee does not regard these clashes as necessarily the result of inter-tribal feuds. Rather, members of tribes are closely bound by tradition and custom and "as soon as something occurs to affect a tribal fellow man, the tribal feeling comes to the fore and the tribe will then either defend or revenge its colleague."

Compound life and the migrant labour system strengthen tribal and ethnic spirit. Migrant labourers in the compounds are cut off from their families for fairly long periods and then group together tribally in order to feel more secure.

"The unusual and unnatural circumstances in which migrant labourers find themselves in the compounds and hostels definitely contribute towards a feeling of insecurity and uncertainty, and cause boredom and frustration which in turn may lead to their easily resorting to violence on the spur of the moment."

Nob, the report continues, is it only black workers who become frustrated when separated from their families and other normal social contacts and activities. Whites in similar circumstances would also tend "to do things which would not normally be done."

Political climate

Compounds and the changing political climate in Southern Africa are not seen by the committee as the only possible causes of disturbance.

Seven of the 54 incidents of riots and strikes had their origin in "wage-differences," while seven arose from the compulsory deferred pay scheme introduced by the Lesotho government at the end of 1974.

Four incidents arose out of the desire of Malawian miners to return home when President Banda unilaterally cut off labour supplies to the mines after 77 Malawians had been killed in an air disaster in Francistown in April 1974. The report adds that the underlying reason for Banda's action was "the feeling of the Malawi government that their workers were not being treated humanely."

According to the report, riots on three Free State mines in 1974 were occasioned by the workers' dissatisfaction that for years their wages had been less than those on surrounding mines. In all three cases, management had been aware of the dissatisfaction "but displayed an incomprehensible dilatoriness in adapting. The wages were subsequently adjusted."

The committee says it is convinced, having visited several compounds, that "mining authorities are now doing everything they can to make life (there) as comfortable and pleasant as possible." It adds that "there are truly very few complaints over housing, facilities and conveniences, etc. At the same time, although black miners were encouraged to give evidence to the committee, "very little information concerning riots was gleaned from Bantu witnesses."

While stating that the migratory labour system is here to stay, at least for the foreseeable future, the report makes a large number of recommendations for the prevention of disturbances (Some of these ideas—like reducing the industry's dependence on foreign labour—have since been adopted.)

One potentially far-reaching suggestion is that government construct a black township to serve several mines in a particular area, where this is practicable. To the question, "What happens when the mine is worked out?", which is often asked, the report notes that "this does not appear to be a problem in connection with the establishment of a white township."

The report also suggests that ethnic groups be segregated according to rooms rather than whole blocks, and even that accommodation could be arranged on a work basis rather than on an ethnic footing. It opposes a police proposal that individual miners be limited to single ethnic groups, on the grounds that "in the event of trouble or a riot, it is likely that the entire labour-force will band together and make the mine "most vulnerable."

Among the committee's other recommendations:
- Smaller compounds, with not more than 2,000 men each,
- Fewer workers (10 at the most) to a room,
- More privacy in showers, lavatories, etc.
- Shorter labour contracts (six to nine months, instead of 18),
- Revision of the induna system, since the more sophisticated men whom higher wages are attracting to the mines do not always have much respect for traditional tribal indunas.

In its section dealing with the prevention of the escalation of riots, the committee suggests:
- Stronger control at compound liquor outlets, since the misuse of strong drink played a big part in the riots,
- More police raids on shebeens (which are not on mine property) where both wine and liquor are the attraction—"although one is forced to admit, despite the evil, the shebeens bring about a measure of relief from frustration;"
- Adoption of a disciplinary code and a central bureau with a "black list" to help enforce it,
- A security unit for each mine, equipped with teargas, batons, dogs, etc., with an armoured vehicle to be available where practicable,
- Hostels to be built so as to hinder rioters and help "suppressors" of riots,
- Hydrants at suitable points,
- A change-over from coal to electricity (as coal was used by rioters to assault people and damage property),
- Television and/or video tapes to identify instigators during riots,
- More use of entertainment facilities, which is especially necessary because of the greater leisure time arising from moves towards a five-day week.

The report adds that "attention must always be given to the possibility of riots spreading to nearby white areas, especially bearing in mind the present tendency to construct more "open" hostels ie ones having no walls surrounding them."

"It is of the utmost importance," says the report, "that the SAP be seen in the light of a force for the maintenance of law and order and not as a means to be utilised by mine management for the purpose of thwarting the orderly lodgement of protest by mineworkers."

The committee also recommends that "inciters and instigators" be discharged where possible and, after being criminally charged, "debarred from obtaining employment ever again on any mine."

The Chamber of Mines, it adds, "is busily engaged on investigating the possibility of a fully computerised fingerprint system whereby control will possibly be put into practice."

Financial Mail July 7 1978

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As expected, last week's black mine wage increase was a compromise between "liberals" and "conservatives" in the industry. But it's likely to be an uneasy compromise.

Black underground wages rose by 11.3% or R1,80 a week, from R15,90 to R17,70. Surface pay is up by 18.2% (also R1,80) which means a rise from R9,90 a week to R11,70. According to the Chamber of Mines, average black underground earnings stood at R115 a month excluding board and lodging before the increase.

So the 12% mark set by the "liberal" employers hasn't been met, except for surface workers where the low base reduces the impact of the increase.

Lodging

The black-white wage gap continues to widen in money terms (while shrinking in percentage terms) and pay scales for both underground and surface workers are still below the poverty datum line and rates offered in major manufacturing industries.

Mining men argue that the provisions of free board and lodging by the mines — valued at around R50 per month — pushes up pay scales considerably and makes the PDL concept applicable to the mines.

This, of course, true but underground basic pay for novices is still only around R125 per month including board and lodging. For surface workers it's around R100 per month, also inclusive.

While this is considerably higher than rates at the beginning of the Seventies there's still a long way to go to the PDL.

Indeed, while they proposed only a 12% rise, the FM understands that supporters of a large increase believed that this was a minimum acceptable figure and that an increase of the order of 16% for underground workers would have been more appropriate.

So the mines' practice of setting a fixed "recruitment wage" has once again failed to satisfy all shades of opinion in the industry.

While mines can pay more than Chamber rates, the Chamber lays down the figure offered to the black miner at his recruitment depot.

Those mining houses which believe that the need to raise black mine wages is pressing may well find that they have little option but to reconsider their participation in the joint-wage fixing process.

The price of continuing consensus may prove too high, and there are some in the industry who believe that the time has come for those who favour higher increases to simply grant them — no matter what the rest of the industry might do.

Financial Mail, July 7, 1978
Secret dossier on mine workers leaked

THE contents of a secret Government report on mine unrest have finally been leaked, and industrial relations experts claim it has been kept hidden because it is critical of the Nationalists' migratory labour policy.

The report was drawn up by an interdepartmental committee appointed after a series of disturbances in the mines over a two-year period before early 1975.

Nearly 200 miners were killed and more than 1,800 injured in a tide of unrest that seriously disrupted the industry's production and led to a wave of reparations of foreign mine workers.

The report was drawn up in 1975, the then Minister of Mines, Dr Paul Kooihoof, said in 1975, the then Minister of Mines, Dr Paul Kooihoof, said it could not be released because "some of its contents were of a sensitive nature." Kooihoof finds no direct proof of political agitation in the disturbances, but concludes that "it is the system of migratory labour, per se, that is creating the problem.

In this, and other findings, the Government report agrees with a study published in 1976 by the South African Labour and Development Research Unit of the University of Cape Town which identified as the chief causes of the mine disturbances:

- Migrant labour and compounds;
- Ethnoreligious tension;
- Wage grievances;
- Anxiety and tension;
- Communication;
- Political influences.

The report found that 23 out of 34 riots examined arose out of tribal or ethnoeconomic circumstances among workers -- nearly all Basotho and Xhosa.

Boredom

"The unusual and unnatural circumstances in which migrant workers find themselves in the compounds and hostels definitely contribute towards a feeling of insecurity and uncertainty, and cause boredom and frustration which may lead to their easily resorting to violence on the spur of the moment." It is probable that these are reinforced by heavy drinking and the report also mentions the weakening of miners and especially younger workers by political events.

The report also finds that wage grievances played a role in a significant proportion of the riots, while four were caused by Malawian miners wanting to return home after President Banda cut off labour supplies following the death of 77 workers in an air crash near Mzamia.

Unlike the research unit's report, the Government commission does not deal with the need for adequate representation of labour, nor does it examine the situation of anxiety and tension produced by the arduous and hazardous nature of mining.

Between 1949 and 1969 more than 5,000 men -- 53 percent of them black -- died in mine accidents. Between 1967 and 1975 nearly 6,000 men died.

According to Saldur, there were 2,993 accidental deaths and 370,169 serious injuries between 1972 and 1976, the overwhelming majority of which were attributable to "danger inherent in work or unsafetyprecautions and nature" and "defective plant and machinery." Although the Government report makes the point that mine workers these days are much more likely to be treated humanely, its recommendations are for a mixture of stronger control over workers and better conditions.

It suggests the construction of a township to serve several mines in a particular area and smaller compounds with workers possibly divided on a work basis rather than an ethnic one.

But, where the ethnic division is continued, it recommends that groups be segregated by rooms rather than large blocks with fewer workers per room and more individual privacy.

Security

It also recommends stronger security arrangements at mine compounds, including the establishment of a security unit for each mine equipped with teargas and dogs, and possibly an armoured vehicle, and the use of video equipment to identify "instigators" during riots.
Greek history - 5th and 4th Century

Kindly submit an essay on one of (please remember that we need a examiner at the end of the year)
others will be given in separate or queries, please come and see again and observe that essay with phrasing a text-book.


H. Rawlings, Thucydides on the purpose of the ... League Phoenix xxxi, 1977 1-8.

J. Barron, Religious propaganda ... Journal of Hellenic Studies 84, 1964 35 sq.

J. Smart, review of Meiggs Athenian Empire in Phoenix xxxi, 1977 245-257.

See especially Thucydides I.

2. Discuss the proposition that the Peloponnesian War was caused by Sparta's aggressiveness in the 430s.

de Ste Croix, G. Origins of the Peloponnesian War

Raubitschek, A. The Peace policy of Pericles American Journal of Archaeology 70, 1966 37 sq.


See especially Thucydides Book I.

3. Was the Sicilian expedition of 415/4 ill conceived or was its failure due to the blunders of the commanding officers?

Main sources Thucydides Books 6 and 7, Plutarch Nicias, and Alcibiades.

See K.J. Dover's commentaries on Thucydides and use the standard histories - Bury/Meiggs, Hammond etc.

Mines may be riot 'forts'

By Jaap Bockkooli

Drastic recommendations which aim to turn all South African mines into anti-riot fortresses — using their own security teams, armoured cars, tear gas and dogs — have been made in a government report.

The report, purported copies of which were recently distributed at an International Labour Organization meeting in Geneva, was drawn up by the Government's Inter-Departmental Committee of Inquiry into the 1973-1975 mine riots in which almost 200 workers died.

The committee has suggested measures that will convert mines into battle works 'bristling with their own private security devices'.

Among the reported recommendations:

- Police units for every mine to operate regularly together and with the South African Police. The units should be equipped with tear gas, batons and patrol dogs.

**TV SCANNERS**
- An armoured vehicle for every mine. Strong rooms for all records and valuable documents.
- Special 'coils' outside the hostels to detain migrant workers until the arrival of police. Regular search parties for dangerous weapons in hostels and compounds.
- Scanning television cameras to identify instigators of riots, and the use of 'radio-telephone' communication systems by engineers or walkie-talkies.
- A 1964-type colour television system for all work areas which riot instigators can be identified and possibly traced from any mine in South Africa for life.

The report also suggests a number of preventive measures.

Among these are that coal, no longer be used by miners during breaks, and 'riot' ammunition during the same activities. In the buildings of compounds no-medicinals should be used that could 'interfere' with operations, barbed wire, 'unflammable' materials should be banned from compounds and liquor supplies limited to 20 days' consumption.
New look
SUN TRIB 731/92
mine
homes

Tribune Reporter

ERMELO Mines is setting the pace with a new African housing scheme. Africans will be able to have their families with them if they are South African and will live in modern homes with 3 or 4 bedrooms.

Inside bathrooms, kitchen, dining room and separate sitting room with built-in linen and clothes cupboard in every room, and electric stove and geyser are included.

To break the monotony of the township the roofs will be of ornamental bricks.

Immigrant mine workers will not be able to have their families with them and will live in hostels with a large soccer field, four tennis courts, two schools and outside lighting also provided.
HISTORY HONOURS
Southern Africa since 1910
1978

Tutorial 1
Would you regard Britain's decision to concede self-government to the Coloured community in South Africa in 1961 as a reaction to the growing black resistance movement? What were the implications of this decision for the country's future?

F.W. Engelenburg, "General Louis Botha. 1929.
C.M. van den Heever, General J.B.M. Hertzog. 1943.
Gerald Pirow, J.B.M. Hertzog. 1957.
Basil Williams, Botha, Sauts, and South Africa. 1946.
D.P. Malan, Afrikander-volkselement en my ervarings op die pad daarmee. 1959.
A.A. Hovby, "The Unionist Party of South Africa" (Hons. research essay, Wits., 1965) (25x 76/4).

Tutorial 2
Discuss the long-term implications for African life in the rural areas (including the Reserves) of the decision to proceed with land redistribution in 1973.

S. T. Plaatje, Native Life in South Africa before and since the European War and the Boer Rebellion. 1916.
J.P. Grosskopf, "Rural Impoverishment and Rural Exodus.

Tutorial 3
Why were both South Africans and Southern Rhodesians divided in 1922 in their attitudes towards the possibility of absorbing Southern Rhodesia in the Union?

M. Landes, "Why Afri.
Petrous, "Why Afri.

"There's a mine town moving slowly towards the day when the country as a whole will have to face up to the fact that mining is a dying industry which needs to be diversiﬁed. And it means reopening up a lot of work on a mine. It might mean that it means shutting down the mining and moving out of the country in deferred pay and unemployment." (Local "The Black Voice")

E.P. "The black jobs of the mine towns?"
W.E. "The black jobs of the mine towns?"
L.H. "The black jobs of the mine towns?"

J. Horwitz, Handbooks on Race Relations in South Africa. 1959.
H. Horwitz, A Survey of Race Relations in South Africa (annual).
J. Horwitz, Handbooks on Race Relations in South Africa. 1959.
Plea for labour harmony

(b) melk: hoe 

(cys

(d) Weplek to

Aantal van 

Naar die aan 

(e) Grund 

Opdragende 

Waardevan 

Water (jaarlikse) 

Koste van 

(f) Klere: uur boer (jaarlikse) 

(g) Bonus (jaarlikse) 

(h) Geskenke 

(i) Ontspanning 

(j) Gesondheidsdiens: 
Jaarlikse koste aan boer van: doktersrekening betaal medisyne vervoer na en van geriewe ander 

(j) Totale mediese koste 

(k) Pensioenenbydrae eeu boer (jaarlikse) 

(l) Versekeringsbydrae deur boer (jaarlikse)
MINING AND TB

No connection

Does mining increase the risk of tuberculosis? Answer: No.

It has been estimated (on January 6) that 570 out of every 100,000 black miners contracted TB last year. South Africa's national figure is only 266 per 100,000 - less than half. These figures, however, are not comparable.

While the mines' own figures for black miners who actually contract the disease while working on the mines is indeed around 600 per 100,000, the national figure would be far higher than that if the same criteria were used, explains Otto Martiny, medical adviser to the Employment Bureau of Africa (Tebb). The Chamber of Mines recruiting arm.

The national figure accounts only for new cases reported in any one year. It is

"Financial Mail, August 18, 1978."
The mines argue that TB is not a mining disease. They point to the fact that over 90% of all South Africans have been exposed to TB germs. The issue is thus not who is infected with the disease, but under what conditions it breaks down. "The chief factors are nutrition and stress — both physical and psychological. No factors exist specifically on the mines which trigger off TB," says Martyn.

The mines recently found that they are the only industry which is forced by law to contribute to TB compensation for their workers.

Helmut Kleeberg, director of the Tuberculosis Research Institute of the Medical Research Council, agrees that the industry "is being forced to pay for its past sins." He argues that SA blacks originally contracted the disease on the mines from European immigrants but adds, "This has long since ceased to be the case." Kleeberg argues, however, that the mines could improve protection against TB by performing skin tests on miners (rather than simply X-raying them) and vaccinating those who don't have any sign of disease.

"The test would reveal that far less than 90% of the population is infected. Vaccinating those who aren't could cut down the rate significantly." Only some mines do this at present.

There is one aspect of mining and of other industry which does contribute to TB, says one expert, and that is migrant labour. "I've no doubt that psychological stress and a lack of stability is a major contributor to the breakdown of TB — and there's no doubt that migrant labour fits that bill perfectly." However, Kleeberg doubts that stress plays a vital role.

Another factor that could increase the risk of mine work is the danger of contracting other dust diseases which spark off TB. This used to be an important factor, making the mines riskier to work in — but that's no longer the case, says Guy Daynes, a mining hospital doctor and an acknowledged TB specialist. "Since the mines tightened up on safety precautions, this isn't a factor, but we do still have men coming in who worked on the mines some years ago and contracted TB as a result."

Daynes agrees, however, that TB is no longer a mining disease. And most experts agree that cured TB patients can be allowed to do mine work (they are not permitted to do so by legislation at present). "The risk of these people infecting others is probably lower, not higher, once they're cured," says Kleeberg.

Kleeberg argues, however, that the mines can improve protection against TB by performing skin tests on miners (rather than simply X-raying them) and vaccinating those who don't have any sign of disease. The test would reveal that far less than 90% of the population is infected. Vaccinating those who aren't could cut down the rate significantly. Only some mines do this at present.
The mining industry's traditional bone of contention, the five-day week, is soon to come under the spotlight again. Negotiations between the Chamber of Mines and the Mineworkers' Union are to resume on September 11.

A chamber spokesman tells the *FM* the meeting will discuss the 11-shift fortnight experiment in the light of the additional report of the Franzsen Commission into the five-day week. Due at end August, it will deal with the effect of the 11-shift fortnight on production.

A commission spokesman tells the *FM*, however, that the report will now probably only reach Minister of Mines, Fame Botha by mid-September. Publication, he says, is only likely at the end of next month.

He adds, however, that Botha is likely to make a copy of the report available to both the chamber and the union for use in the bargaining. The MWU is apparently impatient at the delay, and the commission will, he says, make every effort to have the report ready for the meeting.

As usual, bargaining should be heated. The two parties can't even agree on the present 11-shift fortnight experiment's effect on productivity; the chamber argues it has knocked production, the union replies that production is up.

The Franzsen Commission's final report (the investigation presently under way will produce an additional report) argued that the mines should be opened seven days a week, and left open the possibility of miners working five of those seven on a roster.

This idea has won some support in employer circles. However, the union is likely to reject any attempt to open the mines on Sundays — even if the five-day working week for miners is thrown into the package.

So once again a deadlock seems the likeliest mutual result of the bargaining.
Note: (D) indicates Diploma course, (C) indicates Certificate course, and (D & C) indicates that the Diploma and Certificate courses have been lumped together.

Also note: that there is clearly a fairly high correlation of each category for immediate demands. For example, what was written in the previous paragraph of the 1981 figures.

For the purposes of this report, the above table gives priority, what courses the proposed Technical College should offer. It is important to note that the table does not as indicating that the College should offer a course in Chemical Engineering, ranked third, but not one in Chemical Technology ranked 18th. In fact, the syllabi for both the Advanced Technical Education to offer a Diploma course in Chemical Engineering terms of money or time.

The White Colleges into Departments. The Department of Mechanical Engineering could offer a course in Mechanical Engineering as its first choice. Then a course in Production Engineering, which consists of much the same subject matter as Mechanical Engineering, could be offered at little further expense to the Department and might ensure that it had enough students to make it viable.

The same argument applies to the Department of Electrical Engineering where students of light and heavy current follow largely the same course. The Department could offer specialised courses such as Industrial Instrumentation, and TV and Electronics, at a later stage of its development should the need arise, as well it might with the present expansion of the electronics industry and plans for opening a TV channel for African viewers.

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STOCKBROKERS Simpson, Frankel, Eirn, Kruger predict that most of the gold mines reporting for the six months to September 30 will announce significantly higher dividends.

This is encouraging for shareholders in these mines but the brokers add a note of local caution. They believe overseas investors have piled into certain stocks, notably Leslie and Bracken, and as soon as the dividends are released will embark on wholesale selling.

The brokers forecast that Bracken will pay a 25c dividend for the half year. Last year Bracken paid 32c in dividend and the September dividend as a yield on the current share price of 150c gives shareholders an enviable 15.6%. Part of the Bracken distribution could be a capital repayment.

Another plum if one takes the Simpson, Frankel predictions, is Leslie H. As the brokers expect, the Union Corp mine pays out 12c at the September half year this will put the share on an 11.8% yield for the half year on the current market price of 102c.

The brokers have assumed an average gold price of $204 for the quarter. Thus may have looked conservative a week ago but with the dramatic fall in the bullion price this may now be considered reasonable.

Their predictions take account of an element of the "agterskot" paid to the mines which we saw in the mines reporting in June and has not yet been taken into account for September mines, as well as a minimal cost rise.

Looking at mines in the Anglo camp, Simpson Frankel anticipates a 20c September dividend for Free State Geduld, nothing from Free State Saaplaas, 90c from President Steyn (last year the mine paid out 12c — a decrease in dividend), and 80c for President Steyn. Last year President Steyn paid a 40c dividend.

Welkom is expected to pay out 38c at the half year as against 52.5c for the whole of last year while Western Holdings, currently trading at $876 — could well pay out 29c. Last year Western Holdings paid out a higher 330c.

Tell us the old, old story, says Mynwerker.

GIVE the Chamber of Mines its due, says the most recent issue of Die Mynwerker, mouthpiece of the Mine Workers' Union, because "once that organisation has bought into a story, it takes more than facts to take it off."

It goes on to say that the chamber dare not concede that the II-shift fortnight has brought about increased production on the mines.

The MWU journal asks whether the chamber, which claims there has been substantial "under-utilisation of working faces and equipment, acquired at tremendous capital cost" is aiming for a seven-day week plus speedier Black advancement.

"After all," says Die Mynwerker, "that will ensure over-utilisation of working faces and equipment."

The chamber's monthly newsletter again claims that no problem is more serious than the dramatic increase in mine working costs. These have escalated some 100% in the past four years and have neutralised the rising gold price.

The introduction of the II-day fortnight has pushed up working costs because to maintain it, many mines had to increase their labour forces and step up overtime pay. With this and the 5% wage and salary increase, the total mine wage bill has escalated 15%.

According to the chamber, the II-shift fortnight was bringing about a recouping increase in mine working costs of some R39m a year and a R8m increase in capital costs. The direct drop in productivity attributable to it was in excess of 6%.

Die Mynwerker rejoins: "The fact that there was a production cost drop during the second quarter is entirely ignored by the chamber... How many people realise that production costs can be manipulated according to whether high or low grade ore is milled?"
DIAMOND CUTTERS

Not forever

The diamond cutters' controversial demarcation agreement — which sparked off a 11-week stoppage in 1976 — has been extended for a further six months. This means that semi-skilled (mostly coloured) labour can continue to work on small stones. But diamonds weighing more than 1,19 carats remain the preserve of the skilled journeyman.

The fact that the demarcation line has not been raised looks like a defeat for the employers, although both sides claim to be satisfied with the agreement. The inclusion of semi-skilled workers after the 1976 agreement made it profitable for the first time to cut small diamonds in SA rather than send them overseas in the rough. Employers would like to see the new "smalls" industry extended even further.

Sandy Davidson of the Master Diamonds Association (the employer association) believes that SA is still a poor competitor with countries like India and Puerto Rico, which have unlimited cheap labour, or Israel, which uses diamond cutting machines.

The six month extension is a compromise from the diamond cutters' point of view. Roban Ruch, secretary of the Diamond Workers' Union, tells the FM that his union originally wanted a one-year extension.

It is unlikely, however, that the journeymen will allow semi-skilled workers to encroach any further into their domain when the agreement expires again in March.

There are now over 1 000 semi-skilled workers in the industry, and there should be 4 500 by the end of next year. Fanca Botha, the Minister of Mines, believes that the cutting industry could earn up to R1 000m within two years if the market remains strong.
Initially negotiations were to begin this week, and the MWU was expected to urge that they begin even if the report was not yet completed. But MWU general secretary Arnie Paulus tells the FM that union has decided to wait until it has a copy of the commission’s report.

This could indicate that the report will have a significant influence on the negotiations, despite the fact that its recommendations will not be binding on either side.

When the report will be completed is unclear. Originally expected at end August, it won’t be with Minster of Mines Fanie Botha for some time yet. A commission spokesman tells the FM that the report is still being translated before submission to the acting President. Translation and printing could take some time.

So mining’s traditional labour fuse looks like staying on the burn for a while longer.

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**THE MINES**

**Delayed action**

The mining industry’s anticipated (or dreaded, if you happen to be an employer) negotiations on the five-day week have been delayed again. The Mine Workers Union (MWU) has decided to wait for the Fronswa Commission’s additional report before resuming the talks.

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**Employment of firms in overall sample by region and race.**

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<thead>
<tr>
<th></th>
<th>Employment</th>
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<td></td>
<td>Whites</td>
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<tr>
<td>Association</td>
<td>7 589</td>
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<td></td>
<td>2 951</td>
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<td></td>
<td>16 580</td>
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<td>724</td>
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<td>8 039</td>
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<td><strong>35 883</strong></td>
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</tbody>
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4. **DISCUSSION OF THE FINDINGS**

**A. Question 3** (how many African technicians a firm would employ ...)

The answers to this question have provided us with an idea of what categories of technician are most in demand. However, our answers in fact consist of four different figures, each of which could be taken as an indication that one category of technician is more in demand than another. This is where the subjective impressions of the researcher must come into play and he must use his own judgement in deciding how to rank the different categories in order of demand for each. He must decide the relative weight to place on the figure for the immediate demand for each category and the number of firms demanding technicians in each of those categories. The same must be done for 1981.
DEPARTEMENT VAN MYNWENSE

No 1832 15 September 1978

GEDEELTELIEKE VRYSSTELLING VAN DIE VRYBOD OP DIE VERRIGTING VAN RISIKOFRIK SONDER 'N SERTIFIKAAT VAN GESIKTHETEID

Hierby word bekendgemaak dat die Minister van Mynwense, kragtens artikel 15 (2) van die Wet op Bedryfsvlektes in Myn en Bedrywe, 1973 (Wet 78 van 1973), gedeeltelike vrystelling verleen van die bepalings van artikel 15 (1) van die genoemde Wet in die mate dat 'n Blanke persoon of 'n Kleurlingepersoon toegelaat word om gedurende enige kalendermaaë hoogstens 20 skote riskowerk by 'n beheerde mijn of 'n beheerde bedryf of in diens van 'n kontrakteur te verrig sonder 'n sertifikaat van gesiktheidteid. Met dien verstande dat 'n volledige rekord van alle skote wat uit hoofde van hierdie vrystelling gewerk word deur die eenaan van die betrokke myns of bedryf of kontrakteur ten opsigte van elke persoon wat dit gewerk het, bygehou word en dat daar ten opsigte van alle sodanige skote heffings inengevalle die bepalings van die voormelde Wet betaal word.

(Verwyning: 24/2/1)

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DEPARTMENT OF MINES

No 1832 15 September 1978

PARTIAL EXEMPTION OF THE PROHIBITION ON THE PERFORMANCE OF RISK WORK WITHOUT A CERTIFICATE OF FITNESS

It is hereby notified that the Minister of Mines has, in terms of section 15 (2) of the Occupational Diseases in Mines and Works Act, 1973 (Act 78 of 1973), granted partial exemption from the provisions of section 15 (1) of the said Act to such an extent that a White person or a Coloured person is permitted to perform up to 20 shifts of risk work at a controlled mine or a controlled works or in the employ of a contractor without a certificate of fitness during any calendar year. Provided that a full record of all shifts worked under this exemption is kept by the owner of the relevant mine or works or contractor in respect of each person who performed such work and that levies are paid in terms of the provisions of the aforementioned Act in respect of all such shifts.

(Reference: 24/2/1)
Afrikaans Affairs Correspondent

THE recruitment of Zulus for mine work had increased enormously during the past two years, but they still showed more reluctance for mining than other race groups, said an official of the Employment Bureau of Africa, yesterday.

He was commenting on remarks made by a Zulu social worker, who said in a letter to The Natal Mercury that hundreds of men were being turned away from mine recruiting stations every week.

Claiming that there were more foreign labourers employed on the mines than there were Black South Africans, the writer, who asked to remain anonymous, charged that in spite of the critical unemployment situation the mines "don't care to employ Zulus.”

A spokesman for the Employment Bureau said that 53 percent of all Blacks employed in mining were drawn from South Africa's Black areas.

Mozambique

The mining industry still recruited labour from Mozambique, Malawi and Louaho “simply because we can't afford to put all our eggs in one basket.”

Local Blacks were “in days gone by, reluctant to work in the mines and this was particularly true of Zulus.”

Local recruiting had grown enormously over the past few years, but if the economy improved “and the local people leave mining we will have to rely on foreign workers again.”

He added: “We are turning Zulus away at the moment because the mines are full. Employment is a problem for everyone.”
Arrie reaching out for new mining era

By PAUL DIAMOND
ADOPTING a different view from usual Arrie Paulus, general secretary of the all-White Mine Workers' Union, said recently the bottleneck in the manning structure of the mining industry lay with the men working at the interface.

Paulus was invited recently by the firm of Shaft Smokers to spell out his union's current credo. His remarks are seen as pivotal for the union and promisingly at odds with his usual utterings.

Paulus was apparently reaching out for a "new era" when he asked if it wasn't time the MWU and the mining houses began to consult far more meaningfully with each other.

He asked if there shouldn't be a greater exchange of ideas and a greater openness of mind on new ideas Paulus feels an informal point study group should be set up to explore matters.

He also said it was as much an indictment against his own union as against the Chamber and individual mine managements that there had never been any consultation to find at least guidelines for the way ahead.

"We have not sat around a table to discuss problems and their implications and there are so many elements involved which never come to the fore in normal negotiations." He threw in a barbed question; "Could it not be that we waste time, energy and goodwill trying to score off each other - mainly for the satisfaction of doing so?"

In his view, the approach to attitudes of the various population groups was completely wrong, often based on emotion and even a feeling of guilt. Much more basic reasons must be given to advance all races and Paulus says he is bringing to the Chamber's "conscious realised and accepted the full implications" of Black advancement. "I doubt whether many of us are ready to carry out the work necessary for a better future."

- Arrie Paulus

...wasting time

4.3.2 LABOUR

It is difficult for the miner to determine whether the percentage of labour costs people are able to relieve the cost...
The success of this strategy depends, of course, on whether other white union members share the Rustenburg men's dissatisfaction. Paulus says he knows of no similar moves in other unions at this stage. But if other such moves do materialise, they will have a crucial effect on SA labour relations.

The beginning of a white worker backlash — or a flash in the pan? That’s the question posed by a vote of no-confidence in their union leadership, passed by the Rustenburg branch of the SA Electrical Workers' Association.

The electrical workers were one of the key unions to sign the Seifsa agreement earlier this year. At its recent conference, it announced plans to organise an African electrical workers union in anticipation of the Wiehahn Commission's findings and passed a motion endorsing the training of African artisans.

The Rustenburg men (who are mine electricians) passed the motion after a meeting at which union general secretary Ben Nicholson was present and the motion specifically refers to both Nicholson and a regional union organiser, according to a report in the local paper, Die Magaliesberger.

Their dissatisfaction might stem more from the two conference decisions than the signing of the Seifsa agreement. Questions were put to Nicholson specifically on the union's support for black artisan training and union membership.

At the meeting, the Rustenburg men said that they refused to belong to a multi-racial trade union (the Electrical Workers had originally planned to admit blacks to union membership but had decided on a separate union because Africans cannot belong to registered unions) and that they planned to quit the union.

The obvious home for them, if they do so, would be the Mineworkers Union (MWU) but MWU general secretary Arrie Paulus tells the FM none have so far applied to join.

Nevertheless, the MWU does seem keen to enrol white members of other unions — it has argued for some time that white workers are not being adequately protected by their union leadership and that their natural home is in the MWU.

So the union seems to be looking for membership outside the mining industry — a move which would give it the right to speak for white workers in manufacturing as well.

If it does do this, the MWU will have a broader base to oppose the Wiehahn Commission's findings if they are not to its liking — it will also be able to oppose them if they apply to manufacturing industry and not mining, as many observers expect.

**UNIONS**

**Arrie's fold**

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paid workers. The union interprets this as an attempt to bypass it.

It also claims that industrial relations at the mine were good until a new management team under Philp took over. Philp denies that he's the root of the problem. A factor in the situation at O'Kiep, he says, is the fact that management deals with two unions, one white, the other coloured — a unique situation in the industry.

Unlike other mining companies, O'Kiep has to balance the demands of both unions, says Philp — hence the conflict. The union, on the other hand, appears to suspect that the company has adopted a more aggressive attitude to the use of coloured workers in the last two years.
Table 15.

<table>
<thead>
<tr>
<th>TYPE OF TECHNICIAN</th>
<th>SHORTAGES/VACANCIES IN YEAR :</th>
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<tbody>
<tr>
<td>Telecommunications</td>
<td>25</td>
</tr>
<tr>
<td>Engineering</td>
<td>337</td>
</tr>
<tr>
<td>Agricultural</td>
<td>57</td>
</tr>
<tr>
<td>Medical and Dental</td>
<td>118</td>
</tr>
<tr>
<td>Draughtsmen</td>
<td>576</td>
</tr>
<tr>
<td>Chemical</td>
<td>191</td>
</tr>
<tr>
<td>Other</td>
<td>414</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1 718</td>
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</tbody>
</table>

Source: Department of Labour, Manpower Surveys.

The total demand for technicians at any time consists of the number employed plus any shortages that might be considered to exist. Tables 15 and 16 read together should, hopefully, enable one to determine the total demand for technicians in the given years.

Table 16. Total shortage of technicians - Manpower Surveys.

Although the 1973 and 1975 Manpower Surveys divided engineering technicians into five separate categories, for the sake of comparability and continuity in tables 15 and 16, we have counted them as one. However, the breakdown is given in the following table.
Miners' hopes of five-day week dashed

By RIAAN DE VILLIERS
Labour Correspondent

The Pretoria Commission of Inquiry—into a five-day working week in the mining industry has recommended that the present system of 11-shift fortnights be continued.

The second and final report of the commission, which has been probing the issue since 1976, has dealt a heavy blow to union hopes for a five-day week on the mines.

The commission found that the compromise 11-shift fortnight system had led to a clear drop in production and higher costs in the gold mining industry.

It recommended that the 11-shift system should continue until changes in technology or working procedures made a five-day week on a roster basis possible without negative effects on production, operating costs and safety.

It has also recommended that management and labour should give attention to the problems hampering the 11-shift system.

The report was released in Pretoria yesterday by the Minister of Mines, Mr. Fanie Botha, after it had been handed to representatives of the Mineworkers' Union and the Chamber of Mines, who are due to reopen negotiations on the issue soon.

Mr. Arrie Pauls, the general secretary of the MWU, would not comment on the report yesterday.

But the agreement concluded between the chamber and the MWU in 1976, shortly after a deadlock on the issue nearly led to a strike, is believed to have hindered the parties to negotiate on the basis of the commission's findings.

The commission found that:

- The 11-shift fortnight system had led to a drop in production by black workers of about 6% during the first year up to March.

- Employment of 129 white and 7,988 black workers to counteract the effects of the 11-shift system had led to a R29.5-million increase in production costs. Further costs related to the 11-shift system came to R7.8-million.

The commission found that production on Saturdays using voluntary overtime labour was an "extremely difficult task". In cases where regular overseers were not present, production dropped by as much as 70%.

"A five-day week would have a much more serious effect on production than the 11-shift system and production loss, if the mines did not work on Saturdays, would probably be not less than 12%". This would have serious consequences for the balance of payments."
5-day week for miners ruled out

PRETORIA—A five-day working week for the mining industry in the immediate future has been ruled out in the final report of the Fransman Commission released here yesterday.

The commission has recommended the continuation of an 11-shift fortnight although the effects of this arrangement on production and costs "cannot be ignored."

The 11-shift fortnight should continue until adaptations in technology and working procedure made it possible to introduce a five-day working week on a roster basis.

The commission's report was handed to leaders of the Mineworkers' Union and the Chamber of Mines by the Minister of Mines and Labour, Mr S L Botha.

It appeared that the gold mining industry would be obliged in the foreseeable future to consider introducing a five-day working week in combination with a seven-day mining week.

Evidence indicated that the production of gold mines would drop by no less than 12 per cent if Saturday work ceased. Such a loss would hold serious implications for the balance of payments—a loss of R400-million in exports.

The life expectancy of most miners other than the few new ones would be considerably reduced—SAPA.
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The 11-shift fortnight should continue until adaptations in technology and working procedure made it possible to introduce a five-day working week on a roster basis.

The commission's report was handed to leaders of the Mine-workers' Union and the Chamber of Mines by the Minnister of Mines and Labour, Mr Fanie Botha.

The report said the mine-workers' position was comparable with that of the railway, steel and electricity supply worker — not with that of the white collar worker.

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order of priority, what courses the proposed Technical College at Umlazi should offer. It is important to note that the table should not be interpreted as indicating that the College should offer a course, say, for Chemical Technicians, ranked third, but not one in Chemical Technology (Plastics), ranked 18th. In fact, the syllabi for both at the White Colleges for Advanced Technical Education are very similar, so the proposed College were to offer a Diploma course for Chemical Technicians, it could also offer the course in Chemical Technology (Plastics) at negligible extra expense in terms of money or time.

The White Colleges for Advanced Technical Education are usually divided into Departments. The College at Umlazi, too, could be divided into Departments or Schools. On the basis of table 40, the most likely Departments would be Mechanical Engineering, Electrical Engineering, Applied Science, and Civil Engineering and Building.

The Department of Mechanical Engineering could offer a course in Mechanical Engineering as its first choice. Then a course in Production Engineering, which consists of much the same subject matter as Mechanical Engineering, could be offered at little further expense to the Department and might ensure that it had enough students to make it viable.

The same argument applies to the Department of Electrical Engineering where students of light and heavy current follow largely the same course. The Department could offer specialised courses such as Industrial Instrumentation, and TV and Electronics, at a later stage of its development should the need arise, as well it might with the present expansion of the electronics industry and plans for opening a TV channel for African viewers.

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Black job progress key to shorter week

By Sigl Hannig, Labour Reporter

Black job advancement — the need for which dogged five-day week negotiations from the outset — remains a key to a shorter, working week in the mines.

This is one of the overriding implications of the final report of the Franschhoek Commission into the feasibility of a five-day working week in the mining industry — although the report barely hints at the recommendation.

The report recommended a seven-day "mining week" rest on evidence which indicated that gold mining was the most capital intensive industry in South Africa.

Underutilisation of this capital had to be avoided at every price if this capital scarcity and unavailability of foreign capital, the report said.

It compared the gold mines with industries such as the Railways, Escom and Sasol, which had to operate continuously.

The commission dealt an apparent death blow to a Monday-to-Friday working week as demanded by the Mineworkers' Union.

It said all the evidence indicated that an end to Saturday work would cut production of gold mines by at least 12 percent, raising the country's unemployment by 400 million a year in exports.

In addition, a five-day week would place a strain on mineral gold mines virtually immediately, jeopardising the jobs of 69,799 blacks and 6,833 whites.

Although the commission recommended an eventual rosterto working week of five days, it expressed "serious reservations" about the practicability of such an arrangement.

It cited various difficulties, including friction arising from the alteration of working times.

Finally, it quoted a Chamber of Mines estimate that — even on a rosterto basis over six or seven days a week — an additional 55,000 black and 3,000 white workers would be required to run the mines.

Workers in such numbers were not available, the commission said.

Reading this in conjunction with the proposed adaptations in "working procedures" or technology for the eventual introduction of a rosterto working week, the implication for black advancement becomes obvious.

If the shortfall of 3,600 "white workers" could be made up by black workers, there would be more obstacle to a rosterto working week of five days, it seems.

There would be the question of another R170-million which the chamber estimated would be necessary for housing and other facilities for the additional 55,000 black workers under a rosterto five-day week.

But it might be argued that the mines would be prepared to pay that price.
Commission's decision on five-day week upsets miners

Labour Reporter

White miners are disappointed at the Franzsen Commission's ruling against a shorter working week for the time being.

"They are looking for guidance from the Mine-workers' Union and other authorities on what the final report of the commission means."

"But they are still strongly in favour of a Monday-to-Friday working week."

"This is too complicated for the ordinary miner to understand properly, because the whole country could be affected by a five-day week, on the mines," said one Carletonville miner.

"But I cannot see why we should not have a Monday-to-Friday working week." He said the mines were still making good profit since the introduction of the 11-hour fortnight.

"It's for the Miners' Union to negotiate with the Chamber of Mines."

Another Carletonville miner said a group of colleagues had expressed unanimous dissatisfaction with the news that the commission had turned down the five-day week.

He said there was talk of a 15 percent pay rise, the Chamber of Mines might offer if miners were to abandon their demands for a five-day week.

Asked how he saw the production loss of at least 12 percent on gold mines and the storage exchange loss of £400 million in terms of national interest, he said: "Then, government departments should work six days a week."

- Ref. to shorter week

Page 17.
Mines report

The Franzsen Commission of Enquiry found that the 11-shift fortnight on the mines had resulted in decreased production and escalating costs. It also found that a five-day week on the mines would cut production by at least 12%.
More blacks apply than are jobs on mines – Chamber

JOHANNESBURG. – The mining industry continues to experience an oversupply of applications from black workers seeking employment on the mines, says the Chamber of Mines in its latest monthly report.

The report adds that only a small proportion of them can be accommodated as the industry is already over committed.

More than 433,000 blacks are currently employed on the gold, platinum and copper mines and this satisfies more than 100 per cent of the industry’s underground labour requirements and more than 108 per cent of its surface requirements.

The report says the “The decrees of the Employment Bureau of Africa (Tshwane), the Chamber’s organisation responsible for recruiting black labour” for the industry, are still regularly having to turn away hundreds of men a week for whom there are no vacancies.

“Apart from the large numbers of unskilled workers in the jobless queue, it has also been observed that increasing numbers of skilled, certified artisans are among the ranks of the unemployed who are turning to the mining industry for work.

“The situation is adding some impetus to the efforts the mining industry is making to improve the stability of its work force.

“It has become apparent that many miners are now insisting on extending their stay on the mines, and going on leave rather than be discharged, probably in the belief that they may have difficulty in obtaining further contracts once their stay on the mines has ended.

“Another consequence of the competition for jobs is the growing popularity of the re-employment guarantee certificate, introduced by the industry as a vehicle to compensate trained black workers for layoff in the employ of the mines and so improve the stability of the work force.

“Black employees qualify for certificates after 26 weeks or 45 weeks continuous service and each holder is guaranteed employment at his previous rate, and on the previous mine, if he returns within six months of being laid off.

“Because of the high cost of only holders of such re-employment certificates are sure of obtaining jobs. In some instances mines have stipulated that only black labour with previous mine experience, who would in most instances also be certificate holders, will be considered for employment.”
The concept with a tax on the share held by each household could help to avoid the difficulties that arise in the enforcement of rent collection. This would be so because the tax would be paid equally by every household rather than, as at present, by a few powerful families. The tax on the shares could be collected immediately after the annual grazing rights were determined. This would mean that small holders and those without cattle would receive cash from the sale of the excess grazing units they controlled and so be able to pay their share of tax. At the same time, large livestock owners would be prevented from exploiting small holders; and this keeping size down. With the advent of the drought, or a decline in beef prices, owners would be squeezed between the rental price and the market value of their cattle. Off-take should rise quickly. A law which allowed government to introduce bi-annual auctions of grazing rentals might be worth considering for it would allow the price for grazing to keep pace with unfolding weather.
be significantly improved by collective bargaining, not by reliance on the
existing protective laws. Both wages and working conditions can only
be raised by the collective bargaining process and a cost to maintenance
which covers the collective bargaining process and a method of
keeping good working conditions. Currently, wages and working
conditions are not maintained.

To ensure good working conditions, they must be seen to be
accepted by the employers and workers.

The standard will be acceptable to both

through mutual agreement. A common standard of protection can be

achieved and maintained.

Workers and management.

This standard will be acceptable to both

through mutual agreement. A common standard of protection can be

achieved and maintained.

Statutory bodies, however, protection can be established in this
talks on ‘week

The Council decided to cut the 40-hour week in two equal parts of
5½ and 3½ hours. The new working week is to begin on Monday,
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Miners still aim for 5-day week

JOHANNESBURG — The Mine Workers' Union has rejected the findings of the Farben Commission of inquiry into a five-day work week for miners and will demand a five-day week in its forthcoming negotiations with the Chamber of Mines.

This was announced by Mr Arie Paulus, general secretary of the MWU, after the commission's report had been discussed by the union's executive committee.

Mr Paulus said the commission had been a waste of time: "If we had simply continued negotiating with the chamber two years ago when the commission was appointed, I'm convinced we would have reached a satisfactory agreement by now. The biggest joke of all is that the commission has brought out hardly any recommendations," he said.

Mr Paulus said the union would demand a Monday-to-Friday work week and not a five-day week on a roster basis with a seven-day production week as suggested by the commission.

The MWU's stance may lead to another serious clash with the chamber on this explosive issue.

While the chamber does not oppose a five-day week in principle, it is believed it will not make any concessions which will further affect costs and production. — DDC.
As expected (F-M last week) the Mine workers' Union executive has decided to continue negotiations with the Chamber of Mines for a full five day week.

The union executive decided this week to go back to the Chamber and ask for a meeting at the earliest possible date. No date had been set as the F-M went to press, but it is certain that the union will insist on a full five day week.

The union executive has thus backed general secretary Arne Paulay's view that the union should not accept the Franszen Commission's view that a five day week is out of the question at the moment. With the Chamber likely to back the report, negotiations will be tough — to say the least.
Worker satisfaction, a possible five-day week, and the need for greater output dictated the design of FS Geduld's No 5 shaft

With a shorter working week on the cards and the general drive towards employee satisfaction, mining houses are taking a fresh look at working facilities.

This is reflected in the new No 5 shaft, one of the biggest in SA — being sunk at Free State Geduld, near Welkom. When it is a matter of getting men to the surface after a hard day's work, the new shaft will take the lead in fast-shift handling.

At the same time, facilities for bringing up the ore are also being improved. FS Geduld will handle 280 000 t (220 000 t of reef and 60 000 t of waste) in its new No 5 shaft.

The extent of the size is best illustrated by the vast headgear. The average headgear height for a gold mine is about 50 m. FS Geduld's stands 76.5 m and must surely rate as the biggest anywhere.

Four cages (each 3.6 m by 1.8 m), operated by two hoists, will handle 75 men a minute on the basis of 150 men per trip (each cage will have three 50-man decks).

Free State Geduld has installed a 100 m personnel tunnel fed by incline ramps from the building where the miners collect their lamps and clock in.

The tunnel will take three streams of men separated by handrails. At the end the men peel off to the three levels of loading decks. Men coming off shift at the same time will be diverted to another exit route.

To accommodate the four cages as well as four skips (each of 14 t payload) and allow space for ventilation, the 1 800 m "supershift" has been designed as a 9.6 m pseudo-ellipse with a one metre flat on its axis.

It was decided to sink a separate ventilation shaft rather than build a brattice wall (the dividing wall that runs down the centre of some shafts that allows fresh air down one side and used air to escape up the other).

Once the massive headgear was finished (it was built by Roberts Construction), Shaft Smokers took over. They are following the normal procedure, putting in the reinforced concrete lining downwards at the same time as the shaft is being sunk.

The men working at the bottom of the shaft are protected by a five-deck sinking stage, which is suspended from its own hoist. These hoists, the suspension and compensating wheels, the sheathing behind which the concrete is placed, hoses, and fishing gear: All services to the men at the bottom of the shaft are provided by the stage.

With all service pipes and cables...
placed against one wall, there will be plenty of room for air to find its way into
the shaft. There will also be plenty of room between skips and cages, thus
reducing the possibility of accidents.

The downgoing air will be cooled bysurface refrigeration and, at a later stage,
chilled service water will be pumped
down to reduce the hot atmosphere at the
working face.

It was planned that the new area of the
mine (which the shaft will serve) would
come into production in January 1982.
But the simultaneous sinking of both the
main and the ventilation shafts means
that this can be brought forward to
March 1981.

At Vaal Reefs gold mine, near Orkney,
work has started on a shaft that is said to
be the world’s largest. With a diameter of
10.6 m., it will be 3 km deep.

If a ventilation shaft is sunk, the
upcast department for air could be used
for hoisting, thus raising the planned
190 000 t a month to 280 000 t.

The wire ropes for the winder — at
15 km each — are the longest single
mine ropes in the world.
Miners push for five-day week

By Sieg Hannig, Labour Reporter

The Mineworkers' Union is "now going full-tilt for the five-day week" in spite of the adverse recommendations and findings of the Fransen Commission.

The commission ruled out a five-day week because of the effects on mining costs and foreign exchange. With figures, you can prove anything," the union's leader, Mr. F. J. "Arnie" Paulus, wrote in the latest edition of his newspaper.

"It is no secret that mining profits can easily be manipulated by the milling of lower or higher grade ore, depending on the price of gold."

"The MWU is therefore determined to keep on fighting." Mr. Paulus said the MWU had told the Chamber of Mines that the union was only interested in an arrangement giving members every Saturday and Sunday off.
Surface officials are taking a tough line on councils

A TOUGH stand is being taken by the Mine Surface Officials Association about the establishment of consultative councils for White staff members.

Approached by "the management of certain mines" for its cooperation, the MSOA replied tartly: "We object to the type of councils the employers propose to establish because they could, by their very nature, threaten the effectiveness of our association and undermine its rights to represent the interests of members at mine level.

"In their present form they are not acceptable and we won't co-operate." The MSOA will not recognise the proposed councils until the Wehahn recommendations are published and until "certain principles are incorporated into the council's constitutions."

"It would be as well for management, intent upon forming these consultative councils, to consider that experience in South Africa and in Western countries suggests that independently employee representation systems do not function where they are in conflict with independent trade unions, but that where a co-operative relationship between the two is achieved, the employee councils can be successful."

"This is a difficult area in South Africa as employee councils are generally looked upon as being a substitute for trade unions rather than being complementary to them."

"In this situation it seems essential for the relationship between the two bodies to be clearly spelled out so that there is no uncertainty."

The MSOA has laid down pre-conditions before it will co-operate. They want trade union officials to have access to employee representatives on the council. They also want employees' representatives to be able, by majority, to invite MSOA officials to attend council meetings to assist them on specific items, and trade unions to be able to state which council candidates for election have official union support.

"These provisions would greatly improve trust relationships and increase the chances of the councils being a success," the MSOA asserts.
Black miners must get more

— Oppenheimer

Wages for black workers in the gold mining industry had to be substantially increased, Mr Harry Oppenheimer, chairman of the Anglo American Corporation, said on television last night. Interviewed on the programme "Profile," Mr Oppenheimer said the South African Government made it difficult to employ black workers to the best advantage. "And you need to use them to the best advantage to pay them to their best advantage," he said.

Mr Oppenheimer, who recently retired as chairman of the executive committee of Anglo American, said the Government did not in any direct way prevent the mines from paying workers what they wanted to pay them. Asked whether other members of the Chamber of Mines were holding Anglo back in increasing wages, Mr Oppenheimer said: "The industry as a whole is keen to see higher wages. Anglo has been leading in this field, but it would be wrong to say that other companies have not been thinking the same way."

The 70-year-old mining magnate also said he would like to see black unions recognised. "Personally I prefer mixed unions, but workers must make up their own minds on this matter and not be dictated to by their employers," he said.

Mr Oppenheimer said he believed people should move as far away from the migratory labour system as possible. "We are making some effort to provide housing for some workers, particularly skilled workers." But this was not taking place on a large scale, as it would be impractical.
MINWORKERS
Beneath the surface

A showdown between the Mine Workers' Union and the Chamber of Mines with government at last today having the Chamber be made on the cards after the publication of the Pretrosa commission's report on the mines 11 shift fortights.

The Chamber was banking on the commission's report to provide it with a fuel to block the union's demand for a full five day week. It has not been disappointed. The report essentially endorses the Chamber view and is likely to be welcomed enthusiastically at Chamber HQ. And government is likely to back the commission's findings, at least privately. Minister of Mines Taneke Bofha has already opposed the five day week from a public platform.

It is virtually certain, however, that the MWU will reject the report and press ahead with its claims for a five day week. General secretary Arne Paulus tells the \( \text{FM} \) his union executive will meet next week to discuss the report. He adds that the MWU demand for a full five day week still stands.

The union's attitude will only be further encouraged by the result of a population survey (1) conducted in the rural areas of the nation that found 220 000 rural people live in households of the Five Poorest households divided by 5,5 persons per household.

Table 1: Income per Household

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Total cost: P8 950 000

An \( \text{FM} \) report today states that to 1980/81 show a revenue is projected and as that she can cover debt services. Botswana thouth recourse to local costs of aid

The mine owners a factory of P30 million

1980/81 to the rural required to flow
constructed from the Rural

National are required to raise
the rural households

The total amount required is P9 million per year, or about one-third of Botswana's present surplus on current account.
WHITE UNIONS

Your union needs you

The white trade union movement may never be the same again. Over 1000 Iscor workers have quit their unions to join the Mineworkers' Union, according to general secretary Arnie Paulus, and key white union leaders are preparing to fight a vigorous MWU recruiting drive aimed at non-mining workers.

Union sources say the drive is aimed at those unions which signed the Seifsa agreement earlier this year. This is the immediate cause of the MWU move but the union has said for some time that it believes "the white worker is in a state of crisis" and only the MWU can adequately represent him.

Paulus denies that he is seeking to attack any specific unions but he conveys that the MWU no longer sees itself as representing miners only: "Our doors are now open to any white workers who wants to join."

First signs of a white worker backlash came when the Rustenburg branch of the SA Electrical Workers' Association threatened to quit the union. Then Ken du Preez of the SA Engine Drivers, Firemen's and Operators' Association complained that his members were being wooed away from the union. (Current Affairs October 13 and November 3)

Now unions which signed the Seifsa agreement say the MWU has embarked on a wide-ranging membership drive:

"They've been busy at Iscor Vanderbijl and Escom. There are signs that they're starting at other Iscor works," says Du Preez. Adds Electrical Workers' general secretary Ben Nicholson: "They've tried to recruit our members on the mines at Krugersdorp, Welkom and Witbank as well as Rustenburg."

It is at Iscor, however, that the MWU appears to have been most successful and at the Iscor works rather than its mines. The 1,000-plus new recruits (Paulus says "applications are still streaming in — we passed the 1,000 mark two weeks ago") are at Iscor's Vanderbijl works.

The unions most affected are thus the Engine Drivers and the SA Yster-en-Staal Une, two Confederation of Labour unions.

Which leads one union man to argue, "It's brother against brother. It's a fight within the Confederation." Nicholson, who says that his union members have rejected MWU overtures, has another theory: "Maybe they were successful with process workers, but they haven't made much of an impact with artisans."

While Nicholson is confident that his union and others affiliated to the Confederation of Metal and Building Unions won't lose members, Du Preez says he can't tell yet. The MWU strategy, he says, is to recruit members in order to go to Iscor and other employers and ask for recognition and the deduction of union dues. Until that is done, the new MWU members can't cancel their present union membership, so it is impossible to tell now, he says.

Other unionists have claimed that the MWU has been organizing protest meetings of their unions and "injecting dissenters" into union meetings. Paulus dismisses this as "a lie."

CMBU men claim they have effectively beaten back the campaign by "thoroughly explaining what the agreement means." Du Preez says the unions under attack will hit back soon. "We're planning ways of countering this and will announce them soon," he says.

Certainly there is a lot of bitterness among the unions whose members are being wooed. "They think they're the savours of the white race," says one. "They're only doing this because the MWU is losing members," says another.

Paulus denies this and points to published figures which indicate MWU membership was rising before the new move.

At present, the Seifsa agreement doesn't seem to be in danger. The MWU campaign is concentrated on state corporations and the mines, rather than in the private manufacturing sector, although Du Preez argues "All the unions who signed the agreement are in danger. It could well spill over."

What does seem obvious is that two other Confederation unions are angry with the MWU and the argument could spill over into the Confederation. Equally clear is the fact that the MWU now represents non-mining workers and will feel able to speak on behalf of non-mining unions when it rejects changes in SA industrial relations patterns.
CORRECTION NOTICE
DECLARATION OF CONTROLLED MINES
AND RISK WORK

It is hereby notified for general information that
Government Notice 743 of 14 April 1978 (Government
Gazette 5981) is corrected as follows:

(1) Substitute the words "Sover Mine (Pty) Limited"
for the words "Mr D P F. de Bruyn" in paragraph
(iv).

(2) Substitute the words "Loxton Exploration (Pty)
Limited" for the words "Mr D P F. de Bruyn" in
paragraph (v).

(3) Substitute the following paragraph for paragraph
(vii).

"(vii) the mines known as Bellsbank South Blow
and Bellsbank Middle Blow, on the farm Bellsbank
NW 48, situate in the Magisterial District of Barkly
West, Cape Province, which are at present being worked
by De Bruyns Bellsbank Mine (Pty) Limited, P.O. Box
91, Barkly West."

(4) Insert the following paragraph between paragraphs
(vii) and (viii).

"(viii) (a) the mine known as Bellsbank South Exten-
sion, on the farm Bellsbank NW 48, situate in the
Magisterial District of Barkly West, Cape Province,
which is at present being worked by Barkly Diamond
Holdings (Pty) Limited, P.O. Box 91, Barkly West."

DEPARTMENT OF MINES
No. 2281
17 November 1978

VERBETERINGSKENNISGEWING
VERKLARING TOT BEHEERDE MYNE
EN RISIKOWERK

Hierby word vir algemene inligting bekendgemaak
dat Geowermentskennisgewing 743 van 14 April 1978
(Staatskoerant 5981) soos volg verbeter word:

(1) Vervang die woorde "mnr D P F. de Bruyn" in
paragraaf (iv) deur die woorde "Sover Mine (Pty)
Limited."

(2) Vervang die woorde "mnr D P F. de Bruyn" in
paragraaf (v) deur die woorde "Loxton Exploration
(Pty) Limited."

(3) Vervang paragraaf (vii) deur die volgende para-
graaf:

"(vii) die myne bekend as Bellsbank South Blow en
Bellsbank Middle Blow, op die plaas Bellsbank NW 48,
gelee in die landdorstdistrik Barkly-West, Kaap-
provinsie, wat tans deur De Bruyns Bellsbank Mine
(Pty) Limited, Postbus 91, Barkly-West, ontgin word."

(4) Voeg die volgende paragraaf in tussen paragraaf
(vi) en (vii):

"(viii) (a) die myn bekend as Bellsbank South Exten-
sion, op die plaas Bellsbank NW 48, gelee in die
landdorstdistrik Barkly-West, Kaapprovinsie, wat tans deur
Barkly Diamond Holdings (Pty) Limited, Postbus 91,
Barkly-West, ontgin word."

Acting Assistant by the SAP. In the rural areas a farmer is
presented with a number of certain problems...
Union infighting becomes war over ‘poaching’

By Sieg Hannig
Labour Reporter

Bitter infighting flared into open war today when the leader of South Africa’s biggest white trade union, Mr Wessel Bornman, attacked the 17,000-strong Mineworkers Union and its leader, Mr P J “Arnie” Paulus.

Mr Bornman is general secretary of the 38,000 strong Iron, Steel and Allied Industries Union and secretary of the 200,000-strong white Confederation of Labour.

In the first counter-offensive since the MWU’s recent recruitment drive among steel workers and Escom employees, Mr Bornman accused Mr Paulus of:

- Using the white worker as a political playball;
- Stirring up bad blood among white workers and trade unions in industries which he did not know or understand;
- Poaching members of other trade unions to strengthen the dwindling ranks of the MWU.

“I am not going to allow any worker to be used as a political playball by the leadership of this union or anybody else,” Mr Bornman said.

The MWU was offering workers in other industries a “white home” while it was selling its own members down the river,” Mr Bornman said.

It had accused the 10 metal unions of having endangered the white worker by signing an agreement on non-racial employment security.

“While we firmly believe in job reservation, we are not dealing with job reservation in this agreement,” Mr Bornman said.

“While we firmly believe in job reservation, we are not dealing with job reservation in this agreement,” Mr Bornman said.

“While we firmly believe in job reservation, we are not dealing with job reservation in this agreement,” Mr Bornman said.

Mr Paulus was not available for comment.
Mine hero honoured

A BLACK mineworker was yesterday presented with the Chamber of Mines Award for Bravery for saving the life of his shift boss in March this year at Harmony Gold Mine.

Mr. Nolane, "Ben" Nolane, was presented with a watch, a letter of certificate of bravery, and a R160 cheque.

Presenting the award, Mr. D. Nkosi, Harmer, General Manager, of the Chamber of Mines, read Mr. Nolane's citation for bravery.

It said Mr. Nolane carried shift boss Mr. E. H. Hamekom to a first-aid box after he had been injured in an explosion.

[Continued:] "Mr. Nolane's prompt action in removing Mr. Hamekom from danger, and applying first aid, made a major contribution to the saving of Mr. Hamekom's life.

Mr. Stuart said Mr. Nolane had displayed great courage and presence of mind.

Sapa
No. 2326
24 November 1978

DEPARTMENT OF MINES

REMOVAL FROM THE REGISTER OF
CONTROLLED MINES

In terms of section 11 of the Occupational Diseases in
Miners and Works Act, 1973 (Act 78 of 1973), it is
hereby notified that the Minister of Mines has declared
that the mine known as Gold Fields Property Company
Limited, worked by Gold Fields Property Company
Limited, PO Box 157, Johannesburg (formerly The
Sub Nigel 165 IR, on the Farms Grootfontein
165 IR and Varkensfontein 169 IR, in the Magisterial
District of Nigel, Province of the Transvaal, shall cease
to be a controlled mine with effect from 1 January
1979.

DEPARTMENT VAN MYNWSE
No. 2326
24 November 1978

SKRAPPING UIT DIE REGISTER VAN
BEHEERDE MYNE

Hierby word ingevolge artikel 11 van die Wet op
Bedryfsekes in Myne en Bedrywe, 1973 (Wet 78 van
1973), bekendgemaak dat die Minister van Mynwese,
verklar het dat die myn bekend as Gold Fields
Property Company Limited, ontgin deur Gold Fields
Property Company Limited, Postbus 1167, Johannes-
burg (voorheen deur The Sub Nigel Limited), op die
plassie Grootfontein 165 IR en Varkensfontien 169 IR,
in die Landdruidsdistr Nikel, provinsie Transvaal, met
ingang van 1 Januarie 1979 ophou om 'n beheerde myn
tewe.
Mine men walk out on Botha

Hundreds of mineworkers staged a walkout over the issue of a five-day working week at a meeting addressed last night by the Minister of Mines and of Labour, Mr Fanie Botha. Mr Botha was jeered by mineworkers when he arrived to address a meeting in Carletonville. 'The meeting had just begun when a member of the audience stood up and proposed a motion of no confidence.'

Mr Botha told the meeting that two days previously he had received a copy of the Wiehahn report on labour matters. This report still had to go to the State President. He said:

Mr Botha, who is a candidate in the election race for the leadership of the National Party, said:

Instead, people's interest could be protected by decisions reached through joint table discussions involving all the parties concerned. He expressed the hope that decisions should be taken in a spirit of common interest and cooperation between employers and employees. There should be no more violence.
Share power says Minister

JOHANNESBURG — South Africans would have to realise that the sharing of power in South Africa would not be unthinkable for ever, the Minister of Public Works and Tourism, Mr. Le Grange, has said.

Mr Le Grange, addressing the Rapportuers at Hazmyview in Eastern Transvaal, said South Africa would have to find a solution to give power to people despite race or colour.

Mr Le Grange said the idea of power sharing should not be seen by South Africa as a red rag, but rather as something that would be introduced in the future.

Mr Le Grange said the idea of power sharing should not be seen by South Africa as a red rag, but rather as something that would be introduced in the future.

Meanwhile, at a public meeting in Carletonville, the Minister of Labour and Mines, Mr. Panie Botha, had a chaotic start when about 400 miners introduced a motion of no confidence in the "Minister and stomped out of the hall.

Mr Botha was loudly booed when he stepped onto the rostrum. When the meeting was declared open, a miner stood up and introduced a motion of no confidence in the Minister because of his attitude to the abolition of work reservo.

Most of the miners then walked out of the hall.

Mr Botha expressed regret that the people had left the meeting. He said an inquiry into the five.

That meant a foreign exchange loss of R400 million a year and a tax loss of R300 million.

SAPA

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TOTAL: 10

Table 21. Number of employees in Rosslyn with more than 200 employees.

Table 21. Number of employees by number of establishments in Rosslyn with more than 200 employees.
Miner found strangled in Klip River

The body of a miner who left home to fill his car with petrol eight days ago has been found floating down the Klip River, south of Johannesberg — bound and strangled.

Brixton Murder and Robbery Squad detectives said yesterday they had launched an intensive search for the killer of the 60-year-old miner, Mr. Daniel Vermaak, who lived on a Jacartfontein plot near Grassmere.

They said a leather strap had been tied around Mr. Vermaak's neck and his feet were tied together with wire. He appeared to have a gash on his head.

Several large sacks, full of grain, were found next to the body. But police could not say whether the sacks had been used to weigh it down under the water.

His badly decomposed body was discovered on Sunday by a fisherman, Mr. Attie van Rensburg, of Mayfair, Johannesberg. Mr. Van Rensburg had just caught 10 barbel for his family in the Klip River near Vanwykruis when he saw part of the body jutting out of the water.

"I had caught the barbel by hand and was relaxing on the bridge when I saw it. I thought at first that the body was a rock formation. After a while though, I saw that the 'rocks' resembled a human backside and legs."

"I had a closer look and was very frightened. The body was floating face downwards. The man's shirt had been pulled over his head and his trousers had been pulled down."

I immediately drove to the Montee Police Station. Police divers later hauled the body out of the water," Mr. Van Rensburg said yesterday.

The dead man's family told police that Mr. Vermaak, a grandfather, was last seen alive on Monday, November 27, when he said he was taking his car to fill up petrol. He took R10 with him.

It was later established that he had bought about R6 worth of petrol. He did not come home afterwards and his family later reported him missing to the police.

Police said yesterday that they believe Mr. Vermaak had already been dead for several days.

When he was found, his body was so badly decomposed that police could not tell whether he was white or black and they had great difficulty in establishing his identity.

Mr. Van Rensburg said that a road accident occurred at the murder scene while divers were hauling the body. He said a car collided with another car and a bus after a driver had allegedly slowed down to watch the divers in action.

No one was seriously injured.
Table 9. Proportion of cases in which a subsequent choice of treatment was made

<table>
<thead>
<tr>
<th>Area</th>
<th>Proportion of cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tiersdorp location</td>
<td>16%</td>
</tr>
<tr>
<td>(from sector)</td>
<td></td>
</tr>
<tr>
<td>0 - 9 km from facility</td>
<td>23%</td>
</tr>
<tr>
<td>Tiersdorp rural</td>
<td>43%</td>
</tr>
<tr>
<td>(9 - 30 km)</td>
<td></td>
</tr>
<tr>
<td>Berehabe and Enot</td>
<td>45%</td>
</tr>
<tr>
<td>(12 - 32 km)</td>
<td></td>
</tr>
<tr>
<td>Tiersdorp whole sample</td>
<td>24%</td>
</tr>
<tr>
<td>Sundays River Valley whole sample</td>
<td>30%</td>
</tr>
</tbody>
</table>

Table 10. Patients' report of Treatment Outcome

<table>
<thead>
<tr>
<th>Relief was.</th>
<th>Permanent</th>
<th>Temporary</th>
<th>None</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tiersdorp</td>
<td>27%</td>
<td>47%</td>
<td>27%</td>
</tr>
<tr>
<td>Valley</td>
<td>42%</td>
<td>34%</td>
<td>24%</td>
</tr>
</tbody>
</table>

In areas such as family planning, antenatal care, child clinic etc.

7. The extent to which people used health services seemed very much dependent on whether they had easy access or transport available. The cost of transport seemed to be the major deterrent to visiting doctors or clinics, the cost of the service itself seemed only secondarily important as modernized medicine was available in both areas. The more distant people were from health services, the more often they changed their mode of treatment, and used home remedies and indigenous practitioners, or simply endured pain. This was not true of non-whites, who had access to motor transport, but some pensioners had difficulties of this kind. The 'ambulance' or 'taxi' services did little to relieve these problems, because:

a) these were used mainly for emergencies, so there was a tendency to wait until cases became emergencies.

Mr. Barmann said that the SA Reef and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, Iron and Steel and Allied, 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The importance of the electronic appliance of dining tables in the promotion of the food industry is not to be underestimated, as it is a key component in the modern dining experience. The integration of technology in the dining table has revolutionized the way we enjoy our meals, offering convenience, functionality, and a unique dining experience.

The evolution of the dining table has been marked by technological advancements that have transformed the way we interact with our food. From the simple wooden tables of the past to the sophisticated smart tables of today, the dining table has evolved to meet the needs of contemporary living.

The smart dining table is equipped with features such as touchscreens, embedded speakers, and even virtual assistants, allowing users to control various aspects of their dining experience. These tables can provide a personalized dining experience, offering recommendations based on the user's dietary preferences and even adjusting the lighting to create the perfect ambiance.

Moreover, the smart dining table has become an essential part of modern home design, reflecting the increasing importance of technology in our daily lives. As the world continues to evolve, the dining table will continue to serve as a central hub for socializing and entertainment, offering a unique and engaging experience for all.
Mining Labour

21

16. 1. 79

[Signature]

21- 12- 79

[Signature]
A lead for S Africa on the mines

GOLD-MINING'S unending stream of wealth has brought, and brings, vast prosperity to South Africa. It has, however, been one of the anomalies of the industry that many of the people who toiled to produce the wealth barely shared in it: black workers traditionally were appallingly paid, badly housed and subject to the rigours of migratory labour existence.

In recent years, paralleling some of the more hopeful changes which the country as a whole has been undergoing, the gold-mining industry has been making its own welcome adjustments. Anglo American Corporation has been a leader in this and, as a feature article we recently published revealed, fundamental improvements are being effected.

These, as we indicated, stem from recognition of the need to aim at a more permanent, higher skilled, more productive and better paid black labour force. Given the nature of South African society, there are enormous obstacles to bringing this about rapidly. But new housing is being created to replace the old and frequently awful compounds, pay is getting better and the treatment of workers more enlightened.

A fascinating, and deeply significant, aspect of the process concerns what used to be strict ethnic division, with black workers kept in large groups within compounds according to tribal origin. Tribal faction fights became an accepted feature of gold-mining life with periodic outbreaks of mass violence leading to death, destruction of property and interruption of production.

After investigation, Anglo is now applying the principle that men who work together underground live together.

And lo and behold, the happy experience thus far is that inter-tribal violence is barely a factor.

That has far-reaching implications for the gold-mines — and for South Africa. Because it means that all the Nationalists have preached and practised; that people must be divided and separated to ensure peace and harmony.

Instead, the mines are proving exactly the opposite. It is through people working and living together that antagonisms and conflict disappear.

If the principle works for the gold-mines for black workers, why not for the whole of South Africa?
Miners union and police clash

## Table 29: Actual - Miners Production 1/

<table>
<thead>
<tr>
<th></th>
<th>Plewman</th>
<th>Copper</th>
<th>Iron Ore</th>
<th>Chrome</th>
<th>Manganese</th>
<th>Coal</th>
<th>Asbestos</th>
<th>Others</th>
<th>Gold 4/</th>
<th>Diamonds 4/</th>
<th>Platinum 4/</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1970 2/</td>
<td>121.7</td>
<td>7 910</td>
<td>1 244</td>
<td>2 760</td>
<td>51 450</td>
<td>268</td>
<td>n.a.</td>
<td>980</td>
<td>11 314</td>
<td>100 (index)</td>
</tr>
<tr>
<td></td>
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<td></td>
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<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>1976</td>
<td></td>
<td></td>
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<td></td>
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<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Max. 1971-76 if not 1976</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Notes to table:**

1/ Units are thousand (metric) tons - except for gold (tons), diamonds (thousand metric carats) and platinum (index).

2/ Plewman's 1970 figures are not projections but refer to the 1968-1970 averages of the physical volume of sales (exports and domestic consumption); for gold, diamonds and platinum, see note 4/.

3/ Our 1970 figures are 1968-70 averages of physical production.

4/ Plewman does not give output levels for gold, diamonds and platinum; but it is possible to deduce what he is assuming given his technical assumptions and his employment projections. The 1970 figures for gold and diamonds are 1968-70 averages of physical production (since a sales figure is not available for gold; and in the case of diamonds there is a significant difference between sales and production), and for platinum we have used an index.

5/ The decline between 1970 and 1976 of diamonds production is not monotonic. The figure for 1973 is higher than those for the other years 1971-76.
Union call for profit controls

By Sue Hannig, Labour Reporter

The Mineworkers' Union, president, Mr P. C. C. de Jager, today proposed that the Government should control profits by fixing a percentage and having cost-and-retail price marked on every item. Thus the consumer would become the State's arbitrator, he told the union's annual congress in Johannesburg.

"If workers did not get adequate pay increases this year, they would have to stand together — even if they could give rise to countrywide strikes," he said.

Employers, at the insistence of the Government, had granted minimal pay rises in recent years. In all industries there were folklore about the rise in living costs, but the Government had done nothing to restrain prices," Mr de Jager said.

On the eve of the union's meeting, the union was about to apply for an amendment to its registration to allow the admission of whites in other industries who were concerned about their future and sought protection.

White workers, he said, were expecting a black onslaught on their jobs as never in the past. Looking at the number of training facilities introduced for blacks, he said, it was alarming that only one centre existed where whites could be upgrated for better jobs.

20/11/19
Black miners' pay has risen 600 percent in six years

Labour Reporter

Black underground workers in the South African mining industry are earning six times the wages they earned six years ago, the Chamber of Mines reports in a review of working conditions.

The review describes the country's black mine-workers as 'the best cared-for workers in Africa.'

This is demonstrably true as a general statement, it says with reference to the size of the industry, wages, food, accommodation, medical, social, welfare and recreational provisions. The Chamber points out that:

- Since the 1972/73 gold price spiral, gold mines have spent or committed nearly R350 million on accommodation — almost half on improvements and the rest on new hostels and houses.
- More than 3000 houses for married blacks are under construction or in completion in...
'SA tops for 3 2/9 black miners'

SOUTH AFRICA'S black mineworkers are the best cared for in Africa, according to the latest newsletter of the Chamber of Mines.

"As a general statement, considering the size of the industry, the wages paid, the food, accommodation, medical, social, welfare, sporting and recreational provisions, this is demonstrably true," the newsletter said.

In a 16-page review of black workers on the mines, the chamber said working conditions had improved as a result of technological advancement.

Wages of black underground workers were now six times higher than six years ago and since 1972-73 the gold mines had either spent or committed nearly R500-million on accommodation facilities for blacks, the chamber said.

The better living conditions and wages had been made possible by the increased gold price, and, in the case of the coal mines, by greater productivity as a result of mechanisation, an improved domestic coal price formula and export contracts.

"The motivation was the moral requirement to move away from what was an unacceptably low wage structure forced on the industry by the economics of a fixed gold price, the need, for socio-political reasons, to reduce the gap between races and the need to be more competitive with domestic South African wage structures."

The review added that scope for further improvements in wages depended on the willingness of white workers to accommodate the progress of black mineworkers into more skilled and productive work and on the removal of statutory-imposed race discrimination in the workplace.
Mines spent R560-million on Black wages in 1978

By PAUL DIAMOND

LAST year South Africa's gold mines spent R560-m on Black wages and R130-m of this was sent home by way of deferred pay and remittances by the miners.

Of this R130-m, R60-m found its way to Lesotho, Mozambique and Malawi. These governments stipulate that their migrant miners transfer 80% of their pay to their home country.

The mining houses have earmarked another R400-m to improve the quality of life for Blacks on the mines.

The funds will be used to provide married quarters and more sophisticated hostel accommodation.

Last year, 500,000 Blacks rolled up for employment in the gold mining industry, which represented an annual rate of about 10%.

In 1978 employment conditions were buoyant for Black mine labour, with many mines over the 100% complement mark.

Black underground wages on the gold mines now average R15.50 a month with the addition of cash in kind for food, accommodation, and medical care - amounting to R50 a month and constituting 50% of the miners' Black complement, or double the proportion of local Blacks working on the mines in the early Seventies.

The latest monthly report issued by the Chamber notes in an article on higher Black wages that the scope for further improvement depends on:

- The economies of the industry, especially the ability to contain costs through greater productivity.
- The removal of statutory imposed race discrimination in the work place.
- The willingness of White workers to accommodate the progress of Blacks in more skilled and productive works.
- The need to continue maintaining acceptable minimum wages for Blacks, and where possible, to increase them, does bear on the escalating costs equation which has critical implications for both wage and employment levels.

While the industry talks glibly of Black advancement, the simple fact is that it is held in check by the miserable Mine Workers' Union, which is showing no signs whatsoever of abandoning its militant stance over job reservation.

The labour-intensive gold mines are paying heavily for job fragmentation and over-full Black worker complement.

Up to 1981 about R560-m has been earmarked for Black single accommodation and no less than R36-m for 3,000 Black married quarters which are either under construction or will be completed soon.

Groups like Rand Mines and Anglovaal are spending R50-m and R16-m respectively to better their Black living conditions.

At Rand Mines' new Rietgast campery about R11-m is being devoted to Black married quarters.

(The Government has given the mine permission to house an unprecedented 85% of the Black labour force with their families.)

The following table shows the relative frequency that they had no need for more technicians than they indicated in Question 3. Six firms indicated up to three factors which they considered important in employing more African technicians.
Pa kaalvoet deur woestyn

12-19

was piggetrouhond en besorgde oor die toekoms van sy kinders wat John Peddle, 4½-jarige myniewerker by die Oeha-diamantmyn, vannees- week kaalvoet, sonder hoed en water, 140 km ver deur die skrooihonde van die genadelose Richtersdord,-halfwoestynwêreld, laat stap het nadat hy, sy bus verpas het. Hê is die dapper man se verhaal:

Van JANET BLAULIEF

SENDINGHEIDE

MY se ontwerp is spektakulêer, maar hulle skakel met die klasse my liggies bergom. Daar is niks aan met die groef wat dit gedra. Ek word besig om dit te vervaardig. Ek sê, ek wil dit skoon hê. Uit die perspektiewe van die karakter, seer na voornemlik Durban se burgerlied "Pa kaalvoet deur woestyn", het ons deur die gelyktydige verhouding van die kinders en die ou man, een van die meest hartstikke en natuursiële skryfwerkenuitsprake oor die Amilhi-woestyn in die 1950's. Die kinders se onnoosbare storie en die ou man se dapperheid maak van hulle nie net dieGsorg deur die Amilhi-woestyn in die 1950's. Die kinders se onnoosbare storie en die ou man se dapperheid maak van hulle nie net die

mense wat hul voete verskei- kend stap maar dit nooit ont- gek glooi het. Maar hy het dit ondervind, sê hy.

Die verskriklike storie het ook die vrees by hom laat ontstaan van 'n soeknaar, waarvan hy die naam nie onthou het nie. Sonsettliefde. "Hy het dierlike gewond en met die een padje wat hier loop en die ander daar, het ek gekyk. Ek het die pad deurge- heen nie. " Hy was op die oomblik, oor die pad het hy die Eerkmans-kragmense, wat sy reg op die pad volg het, by hom kragmense, wat sy reg op die pad volg het, by hom

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Die skrikke oor die pad het hy die pad volg en die dier kon nie onthou nie. "Hy het die pad volg en die dier kon nie onthou nie. "

Een van die mees hartstikke en natuursiële skryfwerkenuitsprake oor die Amilhi-woestyn in die 1950's. Die kinders se onnoosbare storie en die ou man se dapperheid maak van hulle nie net die

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Mr R B MILLER asked the Minister of Mines:

Whether he will make a statement on the extension of the eleven-shift arrangement to additional mines.

The MINISTER OF INDIAN AFFAIRS (for the Minister of Mines):

The extension of the eleven-shift arrangement to additional mines has taken place by agreement between the workers and the mine management concerned and is in accordance with the recommendations of the Commission of Inquiry into the Possible Introduction of a Five-day Working Week in the Mining Industry of the Republic of South Africa. I do not consider it necessary to make a statement on the matter.
**En Paulus zè: 'Elke wit werker bo die ekonomie'**

Van Eddie Botha

OKIEP

'AS ek moet kies tussen die land se ekonomie en die belange van my dorpie, so kies ek elke blanke werker eerste.' So praat Arie Paulus, 50, hoofpersister van die blanke Mynwerkers-union.

Die gevoel was dat werk op Okiek, van waar die mynwerkersstaking uitgebrand het, dit een van die mees belaste arbeids- en kamp-environments is die bestand kon hou. En ook is dit die stakend personeels deel van die hoofstreek van die land se ekonomie en die belange van hulle se dorpie, so kies ek elke blanke werker eerste.'

**Okiep**

Van Eddie Botha

OKIEP

'AS ek moet kies tussen die land se ekonomie en die belange van my dorpie, so kies ek elke blanke werker eerste.' So praat Arie Paulus, 50, hoofpersister van die blanke Mynwerkers-union.

**ARIE PULUS, vandervoorsweek by die Okiek-myn**

Dis hier waar die staking begin het wat later landwyd uitgebreid het. (Fotos: Mannie Craneshow)

**G'n wonder volle is bekommerd**

DIS geen wonder dat Suid-Afrika se mynwerkers so erg bekommerd is oor die verlies van hul voedings- en artemicie. Sommige van hulle verdien saam met byvoorbeeld tot R3 400 per maand. En hulle van hulle het net tot St. 6 skoolgeld.

**Volk en Vuren**

'Gevolgens dienstekontrak is die begroting van "n m'n persoon, 1959 per maand. Daar moet dan moet hulle goed aangenaam gee, want daar is toe deur een pas van hulle. En hulle van hulle het net tot St. 6 skoolgeld.

**Pentruu woord ter net**

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Bruines verbluf midde-in die staakdrama

OKIEP.

DIE DRIE BRUIN MYNWERKERS om wie dié week se stakingsdrama gedraai het, wys vreemdheid en teleurgestel, maar het nog ook simpatie met die 110 wit mynwerkers wat hul werk by die kopermyn op OKIEP verloor het.

Dit is die grootste belede-
ning in my lewe,” sê Athahabas
Mohamed, 22, diewelse-
werkknegte. Hy is "ge-
troude, en die eneste
ambisyen was om te werk
nie in die gedrang gedraai
die blanke mynwerkers was
“daar duik, dat hy moes
bedank, sê mnr Mohamed.
"Maar sy eie mense het hom
ondersteun.

Ek is gelukkig in my werk
en is van plan om aan te
by en te bewerk dat ek
derelye werk naas de
blanke Ek is opleiding om
to doen en hulle moet
my loof.

So het die stakers veer by
base werk. "Hulle vertrou
om algeland te word. Die
redes vir die valkyn is swant
en die dink hulle kry net swart
om ons as hulle gedryf te
aanvaar."

"Ek het gelyk om te
werk met,” sê Harvey
van Reenen, 27, ongetroud,
"en jammer om wat gebeur het.
Maar ons het nie term vir die
werk gevra nie. Die maatskappy het dit
gevra, ge

Soms was, toe en hul drie
kinders - Pietie, een seun
werk nog by die myn en
staan vir redes, sê maar
Die Waal Hulle steun hom vol-
kom.

In hul seun, mnr.
Arne Paulus, het hy en sy
Lede volle vertroue. "Vir ons
sê mnr Paulus is 'n god,"
"sê mnr De Waal.

Ek is 33, getroud
en pa van twee skoolgaande
kinder, sê hy staan saam
met my mense. Ek is 'n betyde-
lige steun of alles, maar
het vertroue in my leiers."

Op die dorp, vertel mnr
Frddie die Waal, wat daar
tot hede nog geen struwwelige
wet en bruis oor die
dele kwisse nie. "Verlede
nawee het nog 'n wit en
bruis sig oor alles, maar
het vertroue in my leiers.

Gister, voor die wedstryd,
daar eers deur die stakers
boek geteken. Die stakers
was geneig aangetrek net
ingeval 'n man sa skag
teruggaan
Mr. W. M. SHITO

1. Whether it is the intention of the agreement to provide for payments to Mozambique or to the individual miners, or to the Government of South Africa, or to an employer of workers in Mozambique, or whether it was concluded on 13 October 1964 and which still remains in operation.

2. Whether it is the intention of the agreement to make the agreement understood, if not possibly the agreement to be altered.

The MINISTER OF FINANCE

(1)(a) and (b) Yes. Payment of that portion of wages which is declared to made to Mozambique on behalf of the individual miners or to the Government of South Africa, or to an employer of workers in Mozambique, or to certain mines which was concluded on 13 October 1964 and which still remains in operation.
Mineworkers' Unioncontrast

Mr. R. F. E. ... the Minister of Labour

Whether he will call for the establishment of a committee repre-senting the Mineworkers' Union, the Chamber of Mines and the Department to ... examine Mineworkers' Union grievances relating to the refer-ence of job reservation in the mining industry, if he will, not

†The MINISTER OF LABOUR

No, because this matter is already sub-jected in the reference of the Commission of Inquiry into Labour Legislation (Wheeler Commission)
Strike effect on production minimal

By DON ROBERTSON

Miners Editor

THE seven-day miners' strike had a negligible effect on production, according to the Chamber of Mines and mining houses canvassed yesterday. But it was conceded that the full implications of the work stoppage would not be known for some time.

Initial estimates show that production, even at Rustenburg Platinum, which experienced the biggest walk-out, was well maintained — and in some cases improved.

On the gold mines, a "very keen" force of surface officials, helped by miners who refused to heed the call, the Mineworkers Union to strike, were able to keep production up at normal levels. Where this was not possible, stockpiles were used to keep recovery plants operating at full capacity.

To achieve this, however, was necessary in some cases to pull manpower and development work to maintain an unchanged feed of ore to milling plants. For mines which do not have a reasonable advance on development ahead of mining, this could retard mining in the next few months. However, it is expected that many miners, who have been out of work for a week and have lost accumulated benefits, will be prepared to work substantial overtime, even to the extent of a 13-shift fortnight. In this event, the backlog of development work could be overcome within about two months — before it begins to hamper mining operations.

At Rustenburg Platinum, where 84% of the MWU members stayed off until the last day of the strike, the effect on production per vehicle is not yet known. The average production pipeline is between two to three months, and it is hoped that the pipeline will not be affected.

The Gold Fields group and there had been no overall loss of production and that in some cases production had increased. It is believed that Doornfontein mine was able to build up its stockpile for the first time in many months.

Production at some coal mines was affected, but because of the substantial stockpiles held by power stations, there was no fear of electricity cuts.

Miners at the Rooppur mine refused to walk off in spite of pressure from the MWU.

On the Free State Goldfields, striking miners represented only about 30% of the workforce, and the figure was perhaps lower on the Evander mines owned by Union Corporation. In 1960, Free State miners who went on a wild-cat strike were found guilty in the Welkom Magistrate's Court and fined 15 each.

It is pointed out that morale amongst surface officials was particularly high, and that an attitude of "we'll show them" prevailed. One mining house believes that, with labour rapprochements, as they were, it could have held out for a prolonged strike" without losing any production.

Injunction of striking workers was, however, a problem, and one which the industry intends to counteract should another strike occur.

The quarterly report due in the middle of next month will show the effects, if any, on production, throughput, although not strongly on mining operations...
VERKLARING VAN WERK IN VANGSO ALT

Die Minister van Mynse het krantens artikels 1 0 (f) van die Wet op Mynse (Petrolium, 1957 G. 4211) van 1956 verklaar dat die werk van die seer werk waarvan besoekersheid is in die Boks verstaan by die volgende mnr na verlede van afdruk, bespreekende 20 Desember 1979 in die nasionale befaam te

Die mnr, bekend as Borseprint Steenkloof, op
die plek Goedehoop 180 in Maliehoop 180 18 18
duur 281 IS, Borseprint 291 IS en Brandspuit 318
IS, geleë in die Landbou-district Stand 4 in provinsie
Transwaal, wat van die Borseprint 'Goudskroon
Podium 3, Secunda 230' ontvou word

BYLAE

Alle konstruksie- en vervaardingswerk by die aan-
leg van die mnr bekend as SASEOL II

SCHEDULE

All construction and manufacturing work
plant of the mine known as SASEOL II

GC 6348

No 517 16 March 1979

DEKLARATION OAM WORK

The Minister of Mines has, in terms of No. 6348
of 1979, declared that the work of which the
work of which the following mnr is a part is of
interest for the public

The mine known as Borseprint Steenkloof
the farms Goedehoop 180 in Maliehoop 180
in the district Stand 4 in the province
Transvaal, which of the Borseprint 'Goudskroon
Podium 3, Secunda 230' originated

GC 6348
PHILIP VON WIELLIGH

Mining's St George

A dedicated disciple of the work ethic is Philip von Welligh, the bosses' man in the mines strike. As president of the Chamber of Mines, he led one of the mining industry's most successful battles, seemingly slaying the mine-workers' dragon, Arne Paulus. Whether his sword has truly thrust home only time will tell.

At his inauguration as president of the chamber, he spelt out the goals for his term of office. One was "to ensure harmony between employers and employees in the industry and to effect an alignment between the massive wage increases and the recalcitrant level of productivity in the industry."

Sorting out a widespread lack of harmony seems to be the first priority. He won't talk about it, other than to say: "It's a major conflict, but with the necessary degree of responsibility it will be resolved."

A colleague calls him "the complete mining man." Now in his 43rd year at JCI, 62-year-old Von Welligh, engineer and qualified mine surveyor, indeed knows the industry inside out.

He joined Johannes in 1936 as a sampler at New State Areas and on the way to the top took in a broad spectrum of activities. Underground manager at Rustenburg Plats; section manager at Randfontein Estates; manager of SA Minerals' manganese mine in SWA; assistant consulting engineer in 1966; and then chief consulting engineer. Today, apart from being an executive director, his briefs include head of the gold division and chairman of Western Areas.

He's immediate past president of the SA Institute of Mining & Metallurgy, a member of the Productivity Advisory Council and of the Board of Management of the SA Institute for Medical Research.

How is he coping with the pressure this week of meetings and negotiations virtually around the clock? "You need a cool head, and a responsible and experienced committee. I have that. Decisions are not a one-man function," he says.

"No man alone can be responsible for doing it all himself. He has to choose the right people to assist him."

Critics say he can be inflexible and a bit pedantic.
"The British know how to do it."

And while many pull the white man down,
the rank are led astray.
There'll be weeping in woman once again,
no keeping the tears at bay.
And tears will stream from the same eyes
of Oom Paau in Pretoria Square.
He knows well all the poor whites soon.

"Kebus Le Grange Manas"
Christopher Hope

Perhaps they're feeling like that now.
But they didn't then, in the car park
behind the Mine Workers' Union office
in Westonaria last Friday.

Not with Arne Paulus behind them.

There was no talk of going back to work then.
There was bravado and anger and expectation.
And when the word they were waiting for came
through from head office — carry on
with the strike — they were exultant.
"This time we'll sort them out."

Who are "them"? The government,
the Chamber of Mines, the Press, the blacks.
"You, standing there in your suit."

So it's not easy to talk at first:
"We've had enough of the Chamber's papers and the government's papers."
But they do talk after being assured
you're not from "a Harry Schwarz
paper" or from television — "That
stuff's all the Fanie Botha show, man."

The Press lies, the man say. The
strike is not the miners' fault. "We
took a day off. When we got back on
Thursday we had no jobs — and there
were police blocking us and signing us
off. Who sent them there?"

"Suddenly we're criminals. They tell
us it's a normal assembly. We go and
fight on the border for them and we get
this."

But why did they "take the day
off"? Simply to support the O'Keeffe
miners, says one. Others disagree:
"They want blacks to take our jobs,
that's what we're fighting. Listen, they
can give them blushing tickets. But they
must pay them the same. And give
them the same benefits — housing, the
lot."

But the miners never do it, say
the miners. "They know the blacks can
never do our work at the same pay.
None of them's trained, there'll just be
accidents. But they just want cheap
labour."

"Talk of black the one I know
some don't want to go down. They
know it's there. They say they
have to go every day and the officials
say it's a hospital."

The villains, they say. The
Chamber and the government —
Fanie Botha to persons in the
Chamber is our government. They are, and
he listens. But he isn't in bad
mood. He detects the miners' hearts, he
says, that's why — he looks down. It's not so
what the Chamber does, is it?

The miners have voted for the first
time to go for the next time as well.
They get the vote in Randfontein, too.
But they also say the National party
has been neglecting the forthcoming election.

What about their own leader? One
man is not so sure about Arne Paulus.
"He's a grass of sand. The grass is the
union that's important. So he tells you he's
the only friend the blacks have left. But all
good things must come to an end.
"The miners know how to do things."

Financial Mail March 16 1978
into effect.

Black labour is cheaper.

These are substantial advantages, not only for those who have them, but for the general welfare of the country. They would be still more important if the whites were to supply their place. The increasing demand for white labour is also an argument for its employment.

A white labourer is not only more expensive, but is also more difficult to obtain. The demand for white labour is already felt in many parts of the country.

There are sound agriculturalists who hold this view that the employment of black labour is not only the cheaper, but also the more certain way of securing the necessary labour for the country's welfare.

If the employment of black labour is cheaper, it is also more certain. The employment of white labour is a gamble, the employment of black labour is a certainty.

The white labour is not only more expensive, but is also more difficult to obtain. The demand for white labour is already felt in many parts of the country.

The employment of black labour is not only the cheaper, but also the more certain way of securing the necessary labour for the country's welfare.

A sound argument for the employment of black labour is that it is not only cheaper, but also more certain. The employment of white labour is a gamble, the employment of black labour is a certainty.

The employment of black labour is the cheaper and more certain way of securing the necessary labour for the country's welfare.

The employment of black labour is cheaper and more certain. The employment of white labour is a gamble, the employment of black labour is a certainty.
THE STRIKE

Back to work

So the bosses won. The miners have gone back after six days — without their accumulated benefits.

To mining men — and mining unionists in unions other than Arne Paulus’s Mine Workers’ Union — the outcome is a defeat for Paulus. The Chamber of Mines says only 40% of the men were still out when the MWU called off the strike, and one mining unionist believes it did so “because they wouldn’t have had any strike left if they’d hung on for longer.”

Some people say the final straw came when the Chamber told strikers they would have to pay an “economic rental” of R3 to R6 a day if they stayed on in their mine houses. But Chamber industrial relations adviser Johann Liebenberg believes the clincher came when the Chamber promised legal protection to men who feared union disciplinary action if they went back.

Whatever the reason, the union has lost face. “They mismanaged the whole thing,” claims a non-MWU union source.

But Paulus doesn’t believe the MWU has been struck a serious blow: “It was a worthwhile experience. The miners showed we can count on their co-operation when we need it.”

Paulus also laughs off reports that his union is wracked with top-level dissent and that some of its members want to join other unions. “Claims that we’ve had officials resigning are nonsense.” And as for talk that other unions are planning “poaching” raids on the MWU, “they can come. They’ll get nowhere.”

Despite the Chamber’s view that minimal production was lost, some mining men told the FM before the strike ended that their mines were “stretched to their physical limits.” Adds Paulus “Wait for the gold quarters.”

Some people argued that the officials worked round the clock and that losses were slight. Says Underground Officials secretary Doc Coetzee: “The MWU are always saying officials are lousy miners. We went out of our way to show them we can do it better than them.”

Paulus says that the O’Keefe strike is still on, although he has contacted mine management with a view to negotiations.

The union will lose face again if it cannot win back some benefits. Botha has promised to help by calling on the Chamber to be lenient and by promising the union that he will speed up official dispute-setting machinery if the union declares a dispute on the issue.

Botha followed up his promise with a threat: he said he was looking at ways to beef up the laws prohibiting wildcat strikes.

The MWU will not now be able to call its men out on a national political issue, such as the Wiehahn Commission findings: its ability to influence national policy by striking has been hampered. But the union will still have the ability to block change on the mines.

Despite talk to the contrary, Secretary for Labour Jaap Cillers says he knows of no move to delay publication of the Wiehahn report in the light of the strike. He stresses that the report is still being translated into Afrikaans and shouldn’t reach the Cabinet for at least three to four weeks.
Housing black miners: one great leap forward

By Stephen Suckley

Black mineworkers' housing at the joint Shell/TC Lands coal operation at Rietspruit must rank among the best in South Africa's vast mining industry.

This was the impression gained from a pre-opening Press tour of this modern open cast coal mine situated some 115 kilometres east of Johannesburg.

For many of the married workers living in modern houses that would not look out of place in many of the suburbs of our major cities.

The houses that have already been built and occupied are attractively designed, semi-detached dwellings, and form part of the "lower category" end of the housing development. Each house has three bedrooms and other facilities comprising a lounge, dining room, kitchen, cloakroom, and a bathroom.

The houses are located in a quiet residential area, with spacious lawns separating each individual unit.

The facilities do not end at housing either, tennis courts and football fields being provided as well as bars and restaurants.

Total development calls for 500 units with work on the first phase of 120 under way, with many already completed.

Higher category house building will start in the near future. These houses will be detached and slightly larger and will include a garage as part of the building.

Rents are minimal and water and electricity supplies are free.

Single quarters at the mine are designed as eight-roomed bungalows, with private bedrooms for each employee, together with bathroom, toilet facilities and a television lounge. The bungalows are airy, uncluttered with spacious lawns separating each individual unit.

The facilities do not stop with housing either, tennis courts and football fields being provided as well as bars and restaurants.

According to a Rand Mines Spokesman this sort of advancement is company policy, and a similar operation is being carried out at the group's Duvha open cast coal mine.

All jobs at Rietspruit have been classified into grades and are open to all employees with the necessary qualifications and skills. Wages are competitive with a set of integrated pay scales based on responsibility.

As an example, a driver of earthmoving equipment can earn up to R250 a month. The mine is to be officially opened next week by Barlow Rand's chairman, Mr C S "Punch" Barlow. Developed at a cost of R200m, the mine is planned to be built up to a rate of 4m tons annually by the middle of this year and will increase to 5m tons from 1983.

The mine, which is an export-oriented facility designed to produce 5m tons of coal annually, is expected to derive foreign exchange earnings at current money values of R100m a year for the first 20 years of its life.
MWU strikes "unnecessary" to protect whites

By Sieg Haung, Labour Reporter

The recent Mineworkers' Union strikes were misguided and unnecessary in terms of their implied objective to protect the position of the white miner, the president of the Chamber of Mines, Mr P.A. Noll, said today.

"We have no intention of replacing the white worker on the mines, nor of depriving him of his employment," he told the annual meeting of the Association of Mine Managers.

But he stressed there was an urgent need for progress and change in the South African labour field.

Mr von Welligh was speaking as negotiators of the Chamber and the MWU prepared to meet this afternoon for the first time since the strikes.

No employer could accept the use of the illegal strike weapon as a means of influencing labour policy or of generating support for political attitudes, he said.

"ANARCHY"

To do so would "usher in the kind of anarchy that has paralysed the British economy."

"We had no recourse but to adopt a firm stance and to emphasise publicly that the men, by striking, had broken their agreements," Mr von Welligh said.

"We seek orderly change, brought about on the basis of discussion and negotiation."

"The demands of mining for skilled manpower are going to far exceed the men available to meet them and the white miner is a highly valued employee with a special role to play."

"We are not prepared to accept unreasonable demands on the part of trade unions, but neither are we seeking confrontation nor to enforce change that will be to the disadvantage of sections of our labour force," Mr von Welligh said.
The Chamber of Mines, perhaps flushed by its recent victory over the Mine Workers Union, is expected to reject the claim out of hand. But the unions insist that they will not accept the puny increases they accepted in 1977 and 1978 (5% and 6%). "This time we're convinced they can afford more," says one unionist.

In steel and engineering, Sefsa is faced with a demand for increases on base rates ranging from 28.5% in the lowest category to 14% in the highest. The unions point out, however, that going wages are higher than those quoted and that the actual increase would not be as great.

Though Sefsa is expected to take a tough line on the demands, director Errol Drummond merely replies that "the proposals are being evaluated and will be discussed in early April." After that "steps will be taken to set up the normal collective bargaining structures"
Centre for crippled miners

By MARILYN ELLIOTT

IN WELKOM, OFS, this week black and white basketball players crouched together in a sweaty do-or-die game while hundreds of platteland spectators looked on.

And while one orange-vested Welkom player passed the ball to his black team-mate for a goal, sport apartheid was squashed under the wheelchairs of paraplegics in a game for dignitaries at the official opening of a new rehabilitation centre for Anglo American miners.

The centre — known as "11thuseng" — that means "Help yourselves" in South Sotho — has been built by Anglo at a cost of R2-million for the rehabilitation of paraplegics and quadriplegics who sustained injury on Anglo American property.

Sir Luttfug Gutman, founder of the National Spinal Injuries Centre at the Stoke Mandeville Hospital in Aylesbury, England, who officially opened "11thuseng", said it was one of the finest rehabilitation centres for paraplegics in the world.

Building started in September 1977 when senior executives of the corporation gave the green light for a centrally situated rehabilitation centre.

It is being built in four phases, and by 1981 the centre will provide accommodation, employment, recreation, and medical attention for 100 disabled blacks.

The patients work there from 8 am until 4 pm; they paint warning signs for use underground in mines and make small appliances necessary for the gold mining industry.

They earn a monthly wage comparable with rates paid to surface mine workers. If they complete more than their quota, they get paid more.

"But sport is the paraplegic's great escape. The centre will eventually be equipped with a sports field for field events and archery, a basketball court, a bowling green, and a swimming pool.

Other facilities include a beer garden, medical station, recreation and dashing halls — and soon — a coin-operated laundrette.

Dr Ian Potgieter, superintendent of the Ernest Oppenheimer Hospital and rehabilitation centre, said news of the centre has spread and inquiries have come from paraplegics throughout Southern Africa.

"The acid test of our rehabilitation centre is when one of our paraplegics returns to the centre after a long period at home. If he returns without any of the complications associated with his condition, his rehabilitation has been successful. This shows he has learned to look after himself," he said.
**Mining chief warns on strike chaos**

NO EMPLOYER — least of all the mining industry — can accept the use of an illegal strike weapon as a means of influencing labour policy or of generating support for political attitudes, Mr P A van Wijk, president of the Chamber of Mines, said yesterday.

He told the annual meeting of the Association of Mine Managers: "To do so would be to encourage the use of the strike as a political as well as a labour weapon and to usher in the kind of anarchy that has paralysed the British economy and threatens to destroy, in due course of time, the whole union movement.

"We recently experienced a countrywide strike which seemed to reflect the desire in some quarters to hold back reasonable change and to re-entrench prerogatives and controls that have lost their validity in the times in which we live," he said.

"It begins, tentatively, as a one-day wildcat strike in a spontaneous expression of sympathy with the miners at O'Keeffe, who were striking against the introduction of coloured workers into white jobs. In fact, the strike at O'Keeffe was one of the most revealing of the many engagements of black and white teamsters, and a strike was clearly impossible."

"Moreover, the strike was not spontaneous and was not led by any colliery officials. The strike was called by the Mine Workers' Union."

"The union was also illegal and acted without warning."

"We had in our area to adopt a firm stand and to emphasise publicly that the men, by striking, had broken their agreements of service and that the men and their employers had no right to their own actions."

"We made it clear that they would suffer the loss of their benefits resulting from the break in service."

"This led to the announcement by the union that the strike would continue until all lost benefits were restored."

"As you are aware, the strike dragged on with dwindling support for a further five days."

"The situation was not as difficult as it seemed to the miners and officials, and all employees who were not involved in it did not respond."

"The response was magnificent, and in the face of the utmost difficulty, production was maintained and sometimes even increased over the six days of the strike."

He said the strike action was not only misguided, it was utterly in terms of its implications.

"We had the intention of replacing the white worker on the mines and depriving him of his employment, and Mr Van Wijk said: "Saps.""

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**MWU acts on strike dispute**

**By RIAAN DE VILLIERS**

Labour Correspondent

THE Mineworkers' Union yesterday declared a dispute with the Chamber of Mines after failing to get back any further benefits for miners who took part in the illegal strike which ended last week.

The decision was announced after the chamber continued its tough line towards the union in negotiations on the forfeited benefits.

The continued conflict between the two organizations yesterday raised fears that conciliation proceedings could result in deadlock and lead to renewed strike action.

Mr Arnie Paulus, general secretary of the MWU, announced the move after a brief meeting between the two organizations.

The union appears equally determined not to give in on the issue of forfeited benefits.

If the conciliation fails to
No joy for mine strikers

Labour Reporter

The Mineworkers' Union has failed to obtain any concessions from the Chamber of Mines for the men who forfeited service benefits as a result of the week-long illegal strike.

The first meeting between union representatives and the Chamber since the strike lasted no more than half an hour yesterday.

The union representatives advanced no reasons during the discussions to justify a change in the Chamber's position, said a statement from the Chamber.

The statement confirmed there would be no compensation for loss of pay, direct earnings benefits or leave entitlements arising directly from the men's action.

When the strike ended the Chamber announced certain concessions of its own accord.
Ons lesers skryf

Wys ons daardie fantastiese myn

Mynwerker: Se vrou.
Welkom skryf.

Waar is daardie "glamour-gold mine" waar 'n myn-
werker R3 000 per maand
verdien, of dan selfs die
een waar 'n mynwerker
R1 000 per maand verdien?
(RAPPORT, 11 Maart.)

Ná sewentien jaar onder-
grond as 'n afoer en met
wat bekend staan - as 'n
goeie kontrakt" - brak my
man tussen R600 en R700
per maand huis toe. Nog
nie een maand het hy eens
R900 huis toe gebring nie.

As daar werklik so 'n
fantastiese plek is waar 'n
mynwerker verdien, hoor ons
maar graag daarvan. Miskien
is daar vir ons ook 'n
plek...?

Omdat een ou dit miskien
met 'n gelukkig regelwerk
het om soveel te verdien, is
dit geensins die algemene
geval nie. Een swaeljare
maak geen somer nie.

En dan die kwessie van
water en ligte. Gits, wil u
vir my kom staan en vertel
dat die mynmaatskappy
waarvoor my man werk elke
maand sedert Maart 1988
sommer vir spek en boon-
tjes geld van sy salaris
afrek en sê dit is vir water
en ligte? Sal 'n bietjie op
die saak moet ingaan?

Tegnede hylt net tot
standerd. 8: skoolgegaan.
Maar wat maak hierdie
manne anders?

Hulle is 'n klas op hul eie.
Ek sal vir u sê hulle is
manne met ruggraat,
manne met leenuemoed,
manne wat nie terugdink
vir gevaar nie, manne wat
hul lewens sal waag om 'n
makker te hulp te sneel,
manne wat daagliks in die
donker, stikkende, verswel-
gende hitte in die ingewande
die aarde afdaal om
daar werklik in die sweet
van hul aansyn hul brood
tevreden.

Hulle is ten spye van hul
standerd 8 manne met net
daal iets ekstra.

Moet ook nie die mynwer-
ker al-ewig in die kroeg
gaan sê nie. Kom soek
kom liëwer by sy huis. Daar,
vind jy die werklike myn-
werker. Hy sal maars te
geredelik met jou ordentlik
oor sy werk gesê.
Miner lost
underground
for 21 days

While the mine management fought the Press away from its scene an emaciated Mr. Maxseman, 22 recovering from 21 days lost underground.

Union Corporation, owners of the Impala platinum mine at Rustenburg, where the black miner survived for three weeks without food, said this week he was a memory black about the period and so could not see the Press.

All pressmen have been turned away from the black miners hospital on the Rustenburg South mine. But the Tribune got through to see the emaciated Mr. Maxseman (L), lying in a private ward with a drip feed in his arm.

This was 20 hours after he had been brought up to the surface on Wednesday morning. He seemed well on the road to recovery.

Whether he had not been eaten or as a result of his experience, he seemed a little confused, but cognizant of his surroundings.

He politely sat up to speak after a black worker explained the Tribune was there to see him. At that, the miner without formally addressed and accused the reporter of trespassing gave him 30 seconds to leave.

The miner's emaciated condition confirms, at least, one fact in the confused story — that he was trapped for a long while without food and in Union Corporation has not even come to this last in its official statement which implies, the miner was in no way responsible for the incident.

They said the miner last worked on the Rustenburg North mine on February 26, when he returned to the surface. This was confirmed by the miner's former colleague — his work card and lamp were logged in.

It was assumed he left the mine after the date. Sometime later it would appear he returned to the mine and found his way underground via one of the numerous headings to the surface.

"After it was reported he was not at home, a search was launched and he was found close to the surface in a worked-out section of the mine, nowhere near his normal working area. His condition is not serious."

A white Impala miner the Tribune spoke to late this week said the fact Mr. Maxseman collapsed in was not absolute proof he had not eaten.

By Peter Fabricius

Rustenburg runs up. Often miners took the wrong cards.

According to this man, another black miner had been lost underground for three days about three weeks ago.

He said all the miners had been called to the surface before a rock fall was blazed.

None noticed one black miner was still underground. The blast was asked and it was on Sunday that he was missed.

A search party went down and found him immediately — battered and bruised.

"The white miner said it hadn't been established whether the black miner had sustained his injuries in the blast, with others, or as a result of the blast."

"It was not possible to reach either Impala managers of Union Corporation yesterday to confirm this incident."

Union Corporation announced on Friday that the chief inspector of miners at Rustenburg had spoken to Mr. Maxseman briefly on Friday morning.

"Mr. Maxseman had little recollection of the period since February 26 and could not satisfactorily explain his whereabouts.

"An official inquiry will be held shortly. He is recovering slowly and being kept under observation for a time."

"At this stage he is not fit enough to be interviewed. When he is a Press conference will be called at the mine."
Miners' pensions improved

Labour Correspondent

WHITE mine pensioners will receive pension increases of up to 22%, according to the Chamber of Mines.

This increase will apply to all pensioners who retired before 1974. Those who retired after that date will receive proportionately lower increases — down to 4% in the case of miners who went on pension during December 1977.

The increase — the latest of several during the past six years — will be backdated to January 1 last year. It is hoped the arrear pension payments will be made and the increased pensions will start during May.

Pensions of those who retired after 1977 or who retire in future will also be increased. Cuts in members' pensions to provide for widows' pensions will be reduced and widows are to receive better pensions.
Johannesburg — Mine pensioners are to receive increases of up to 22 percent amounting to R36 million; the Chamber of Mines announced yesterday.

The increases, backdated to January 1, are the latest in a series of improvements which have raised the pensions of people who retired on December 31, 1972, by 50 percent. 

Pensioners who retired after 1974 will receive proportionately lower increases.

The pensions of those who retired after 1977 or who retired in future will be increased as well.

Some tobacco and other products will be increased by 5 cents per unit.

Le cabaretier a bien servit sa clientéle. Il est en or, partii-II,

Le temps des aventures, j'en ai eu.

Même exécution.

10. Les agriculteurs jouent leur rôle avec passion. Et celui de l'ouvrier, comment l'agréer ?

9. Trèves, petite France, vous êtes coûteux (coûteuse), il y a une provocation.

8. Depuis vers minuit, je suis en (fait), faisant pendant six mois.

7. J'aimerais les spécialités sans préparation; ces dunes de viâlaine, mon cœur.

6. II serait égal (semblable) la baraque et celle d'un romancier, une rencontre.

En a (retrouvé).

5. Depuis la première nuit, il est en (fête) (chant) à deux ou trois.

4. Les promotions (mettez-le) (sont) (fete) le tour de table.

3. Les morceaux (dans le) sont heureux, et nous les avons prêts.

2. Si vous n'avez jamais rencontré (oubliez) nous les aurions (regard) avec plaisir

1. À la partie finale qui finit dans (ou) (plutôt) dans la cour, cherchez

Français I
"They work in the worst conditions you can get anywhere in the country."

'Thank you' is not enough: Miners need a better deal

I would like to thank Mr P A von Wieligh, president of the Chamber of Mines, for his "thank you" to the miners who remained at work and did not strike. A "thank you" to these miners is not enough. It does not rectify the many things that make these workers unhappy.

Office workers and many other workers working in air-conditioned offices work a five-day week. Miners don't have air-conditioned places of work.

They crawl underground all week and work under the worst conditions you can get anywhere in the country.

Has Mr von Wieligh been on certain mines on the East Rand lately and has he made it his business to find out what miners there are paid a cent? The problem is, they are so busy pampering the black workers and forgetting about the white workers who have to take the responsibility of working to rules and regulations.

When the Inspector of Mines finds white miners not working to regulations, or finds something the white miner has failed

Edenvale.
Miners may call for strike ballot

Labour Reporter

The Mineworkers' Union has declared its determination to win back the benefits lost by members as a result of the recent strikes, even if it means calling a strike ballot — the prerequisite for a legal strike.

But a chamber spokesman declined to comment on an earlier opinion that union members who objected to payments from the union's strike fund might be able to obtain a court order to prevent such payments on the grounds that the strikes were illegal in terms of the union's own constitution.

**NO COMMENT**

Mr P J "Arne" Paulaus, general secretary of the union, also declined to comment on that aspect.

With reference to claims that many members, and even some executive committee members of the union, were threatening to break away from the union, Mr Paulaus said these were described as farcical at a fully attended meeting of the executive committee.
Miner can't tell about lost 21 days

The Star Thursday, Ms 27/5/79 0.2

by Jim Frenz

Somebody made a grave mistake, he said, and the family is in a bad state. It was only recently when the family learned that the miner had been trapped underground for 21 days. The mine collapsed, and the miner was buried alive. The family is in shock, and they are struggling to come to terms with the tragedy.

The mine was located in the heart of the coal fields, and it has been a source of livelihood for generations. The family has been a part of the mining community for generations, and they have faced many challenges over the years. This latest incident has only added to their hardships.

The family is seeking help from the local authorities to get some compensation for their loss. They are also reaching out to the community for support.

The community is rallying around the family, and many are offering their condolences. They are also offering help to the family to deal with the loss.

The mine has been closed down, and the authorities are investigating the incident. They are hoping to find answers to what happened and to prevent any future incidents.

In the meantime, the family is struggling to cope with the loss. They are mourning the loss of their loved one and are looking for closure.

The community is standing by them, and they are hoping for a better tomorrow.
THE MINERS’ STRIKE

Useless victory?

The white miners’ strike in defence of the jobs colour bar is over. But that does not mean that significant black job advancement on the mines is on the way.

First Arne Paulus’s Mine Workers’ Union is by no means spent force. Second, even if Paulus has been weakened, many people doubt the ability and inclination of the mining industry to introduce real change.

Although the Yster, Staal, en Verwante Nywerheide Umc claims that MWU dissidents have applied to join it, Paulus contends that a meeting Yster en Staal planned for dissident MWU men didn’t get off the ground.

It is also argued that miners who refused to maintain the recent strike over a vaguely-defined issue might well rally to the flag on an issue affecting them more directly. Indeed, some people believe the MWU might want a legal strike soon to regain face they point to the rapid declaration of a dispute on the lost benefits of the strikers as evidence. (A conciliation board is expected to meet within three weeks.)

Although the last occasion when aspects of white miners’ work were formally handed over to blacks was as long ago as 1973, white miners — indeed, white workers in general — still fear black job advancement as keenly as ever. Despite the defeat of the strike, Confederation of Labour president Attie Nieuwoudt warned last week that there would be trouble if white workers felt they had been short-changed by the Wijnhahn Commission’s report, which is expected in Parliament soon after the Easter recess.

Officials of the artisans unions on the mines tell the FM that many of their members felt a twinge of sympathy for the miners, although they rejected the strike. Says mining unionist ilen Nicol- son “SA is the only country in Africa with a large white working class. Our men feel threatened by a large surplus of black labour and they need reassuring.”

These unions nevertheless say that change is possible if the mining industry offers them a deal that does not smack of job fragmentation or of attempts to replace them with cheap labour. They don’t believe this is likely, however. “We’d talk to them tomorrow about something like the Seifa agreement — but they only seem to want fragmentation,” says one union official.

Not only the unions, but some people in the mining houses, believe the industry is more concerned with gloating over its victory than with capitalising on it to win changes. They cite the recent Chamber of Mines press advertisement thanking “loyal mineworkers” for breaking the strike — a step that put many unionists’ backs up — as evidence.

Certainly, there is no evidence that any coherent plan for real change exists at Chamber level. And labour experts in other industries are sceptical about the Chamber’s willingness to evolve one. There’s little unity of purpose among the mining houses, they say — the Chamber couldn’t even agree within its own ranks on proposals to Wijnhahn. Add to mining labour man “Some of the mining houses are closer to Arne Paulus than to each other.”

Some people believe the miners now have a “golden opportunity” to open negotiations with non MWU unions on black advancement. But they simply don’t believe it’s going to happen.
MINE LABOUR

The pot and the kettle

The Mine Workers' Union accusing an employer of being prejudiced against blacks? It sounds like a "man bites dog" story, but that's precisely what Arnie Paulus's union has done. And the accused company is none other than the American-owned O'Kiep Copper, whose attempts to introduce coloured labour sparked off last month's strike.

The latest issue of the union's journal, The Mineworker, quotes from the minutes of a meeting of O'Kiep's management-labour advisory council in which company representatives express some startling sentiments about coloured miners.

According to the management men, coloured miners are less productive than Africans, "although there are coloureds of outstanding quality." The problem with coloured workers is that they are "underfed, weak, and have very little resistance to heat." In addition, "a lot of time is lost as a result of eating, drinking coffee and visits to the toilet" by coloured workers.

The problem doesn't end there. The younger generation of coloured workers "have better academic qualifications and firstly don't want to work with a shovel and secondly complain that the salary is too small." At the end of the week, they book off sick because they don't want to work over weekends. To top it all, there are also workers on leave often. "The only advantage is the language," the O'Kiep people say.

Paulus of course wants to know why O'Kiep wants to use coloured workers if it feels this way about them. He concludes that the reason is pressure from the US.

O'Kiep GM Tom Philip replies that company representatives on the advisory council are middle management men and this particular attitude is not company policy.

Philip nevertheless claims that there is "a good deal of truth" in what was said: "There is resistance to working deep down on the part of coloureds and they are better suited to mechanised work - and we're a highly mechanised mine." He contrasts this to Africans, who, he says, "come solely to work and thus work much harder."

So why does O'Kiep employ toilet-
All mineworkers
press for a
five-day week

By Sieg Hannig, Labour Reporter

The 11,000-strong Underground Officials' Association has rejected the recommendations of the
Franzien Commission and decided to ask for a
Monday-to-Friday working week.

Thus was confirmed by
the association's general
secretary, Mr R J Coetzee.

The commission means that
all underground production staff, the Mineworkers' Union and the
Underground Officials' Association want a
Monday-to-Friday working week.

The kind of five-day
working week recommended by the commission is
described as an 'absurdity' in the latest edition of
the association's journal.

The commission recommended a continuation of the
11-shift fortnight arrangement until technological and labour changes allow a rostered five-day week
for individuals while work continues from Monday to Sunday without detrimental effects on production, working costs and safety.

MISUNDERSTANDING

This was unacceptable, the editorial said. Underground officials would prefer to have some of
their members continuing to work six days a week.

To avoid any misunderstanding, the editorial said, it was put clearly that the association did not ask for less work:

"All we are asking is to work the Saturday shifts, we are now working during the week so that we can have the Saturday off."
MINE LABOUR

What's going on?

Anglo American must have had high hopes for labour relations at the new Elandsrand mine. But even before the mine's official opening, those hopes lay in ruins literally.

In Elandsrand's first-ever annual report, released less than six weeks ago, chairman Harry Oppenheimer talks of the new family "village" for senior black workers and the new hostels with their "raised living standards." The village is to be run by an elected council, and "consultative councils for all employees" are to be established.

So why the notting and the R750 000 of damage? While things at Elandsrand are now "back to normal," according to an Anglo spokesman, 4 500 men took part in the riots and the subsequent work stoppage, and 800 of these have now been sent home.

The miners evidently complained about pay and the quality of their food, but Anglo declares itself baffled by the unrest. No demands were relayed to management, says a spokesman, and the corporation has no idea why the riot occurred.

Some mining men blame the riot on "those Basotho" — but the causes obviously run deeper. As usual, the riots can almost certainly be laid at the door of the migrant labour system and the lack of effective communication upwards from workers to their bosses.

As far as migrant labour is concerned, it is significant that hostels were once again a main focus of attack. However much they are "upgraded," they are always likely to be hated. A single-sex compound for men who are not allowed to live on the mines with their wives and children remains just that, even if the kitchen and other facilities are vastly improved. And family housing remains the privilege of a select few.

As far as communication is concerned, there is obviously something badly wrong if a costly riot occurs and management is unable to say what caused it.

An Anglo man was unable to tell the FM whether the new committees were in operation yet. If they are, there is obviously something badly wrong with them.

How much longer can trade union rights be denied to black miners?

Financial Mail April 13 1979
MBABANE — More than 12,000 Swazi nationals were recruited to South African mines last year, according to a spokesman for the Mines Labour Organisation in Swaziland. This year's recruitment was expected to exceed last year's figure "by a big margin" owing to the drought in Swaziland, but would depend on the availability of work in the mines — SAPA.
Miners' pay up after smooth negotiations

By Sieg Haanig
Labour Reporter

An estimated 22,000 trade union men on gold and coal mines will get a 10 percent rise in standard pay rates after the smoothest pay negotiations conducted in any major industry in recent years.

The pay increase, effective from the May pay month, follows three years in which increases remained below seven percent.

DISPUTES

This time the Chamber of Mines and the eight trade unions clinched their deal after less than four hours of bargaining at their first negotiating session in Johannesburg yesterday.

"I think it's the first time in at least 10 years that agreement has been reached so swiftly," commented Mr Ben Nicholson, chairman of the Federation of Mining Unions (representing artisans).

"During the past three years negotiations were concluded only after the declaration of disputes and lengthy meetings of conciliation boards (appointed to avert strikes)."

Both Mr Nicholson and Mr P J "Arnos" Paulus, leader of the Mineworkers' Union, were satisfied with the outcome of the talks.

"I think it was fair," said Mr Paulus.

The unions had asked for increases of 12.5 percent.

In addition to the 10 percent pay rise, they obtained:

- An increase of R18 in the R22 allowance for split-shift workers who have to travel to work twice a day.
- An undertaking from the Chamber to look at demands from specific interest groups among the unions during further discussions related to improvements in productivity.

BENEFITS

The death benefits for workers were increased from R5,700 to R10,000.

Those for pensioners, amounting to R2,200, no longer require contributions of R2.50 a month from the pensioners.

The new deal also scrapped provisions under which previously nothing was paid out to pensioners without dependents while those who failed to keep up contributions to the Miners' Benefits Society (medical aid) lost R700 of their benefits.
Gold mine workers get 10% pay boost

By RIAAN DE VILLIERS
Labour Correspondent

ABOUT 22 000 white production workers and artisans on gold mines are to get a 10% pay rise from May 1.

The increase on standard pay rates was agreed yesterday between the Chamber of Mines and the Council of Mining Unions.

Benefits for dependants of union men who die in service, and for pensioners, will also be improved under the new agreement. So will shift allowances, which will bring extra payments for men required to travel to work and back twice daily up to R40 from R22 a month.

The new scales affect about 22 000 white members of eight union locals of the council.

The increases won in yesterday's negotiations are considerably larger than those of the past few years and it is the worst year in several years that the two parties have reached agreement in their annual negotiations without the unions declaring a dispute.

Last year, conciliation board proceedings resulted in increases totaling 7%.

In 1977, they reached 9%.

The unions have also come close to gaining their original demands totaling 12%.

Mr Ben Nicholson, chairman of the Federation of Mining Unions, representing artisans on the mines in the council, last night described the increases as reasonable.

Elaborating on the agreement, he said life insurance benefits would be doubled and pensioners would no longer pay premiums after retirement.

"He said talks took a different form this year with the chamber and the council negotiating at first only on issues affecting all the unions.

Talks will be held later on topics affecting only artisans or production workers.

"The Federation of Mining Unions looks forward to negotiating better benefits..."
Unfinished business

Bargaining on work conditions between the Chamber of Mines and the mine artisan unions is not over — despite last week’s wage agreement. And employers would like the discussions to centre on changes in industrial “work practices.”

Unions and the Chamber of Mines agreed on a 10% increase in standard wage rates. However, a number of outstanding claims by the artisan unions were deferred because the Chamber regarded them as “specific” to the artisans. The Chamber will discuss these claims only on the basis of a productivity deal (No such further discussions are envisaged with the Mine Workers’ Union).

According to an industry source, employers are prepared to discuss “a package” in which further improvements for artisans will be exchanged for “changes in work practices aimed at improving productivity” — in other words, greater use of black labour.

The unions are prepared to talk, but unionist Ben Nicholson warns: “We are not prepared to make concessions which will water down our trades. We’ve told them we won’t talk about fragmentation, and they agreed.” Replies the industry source. “We haven’t decided whether the changes will involve fragmentation.”

For once, the wage negotiations were settled in a single meeting. The reason, claims Mine Workers’ Union general secretary Arne Paulus, is that “we struck and they were worried we would strike again.” Employers, of course, dispute this.

What effect will the white award have on the black wage increase, due in July? The mining houses are divided, as usual.

The speedy mines settlement may have an effect on the steel and engineering negotiations due to start next week. The unions got more out of the mine negotiations than they have for a number of years and they may take a tougher line with Seifsa.

Opening the closed shop

The O’Keepe Copper Company’s “get tough with the Mine Workers’ Union” policy continues.

O’Keepe is now withdrawing the union’s “closed shop” at the mine, and refusing to deduct membership dues on behalf of the union. The union may now have the burdensome job of doing this itself. MWU boss Arne Paulus says that the union will ask the Minister of Labour to compel O’Keepe to deduct the dues.

O’Keepe’s move is presumably linked to last month’s strike, which sparked off a nationwide miners’ strike. Presumably the company is hoping that many of its workers will leave the union if they do not have to be members.

Paulus is unconcerned. He says he does not anticipate a significant loss of membership as a result.

\[
\begin{align*}
\text{variable costs would be } 15 \times 2.5 &= 37.5 \\
\text{therefore fixed costs would be } 15 \times 2.5 &= 37.5
\end{align*}
\]

\[
\begin{align*}
5^2 &= q \\
1^2 &= a
\end{align*}
\]

\[
\begin{align*}
699 &= 69a + 69 = 69b \\
699 &= 69b + 69a
\end{align*}
\]

\[
\begin{align*}
\therefore xq + xa &= ax \\
x &= \frac{1}{2}q + \frac{1}{2}a
\end{align*}
\]
Rise for 22,000 mine men

JOHANNESBURG — A 10 percent increase on standard rates of pay for more than 22,000 union men on the gold mines was agreed to yesterday by the Chamber of Mines and the council of mining unions.

In a joint statement they announced:

"In addition, agreement has been reached regarding an improvement in split-shift allowances and improvements in death benefits for dependants of union men who die in service and pensioners who die."

Split-shift men who have to travel to work twice and back a day, will have their allowances increased from R22 to R40 a month.

The unions involved were the Amalgamated Engineering Union, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers, the Iron Moulders' Society, the Boilermakers' Society, the Electrical Workers' Association, the Mine Workers' Union and the Engineers', Drivers', Firemen's and Operators' Association. — (Sapa.)
The bitter white miners

By VIV PRINCE

They are indeed bitter men. They erect the Wiehahn Report which could mean an end to their way of life. And they refuse to let go.

The Wiehahn Report, which called for the scrapping of job reservation, has cut into their white hopes.

The mood on the West Rand is often ugly, resentful and downright indignant at the way the report shapes the future of an industry which has the golden veins of South Africa's financial success running through its Transvaal reef.

The views I heard were mainly from Westonaria but mine men said they reflected feelings along the reef.

Walk into any mine recreation club and the reaction will be the same. They fear the future. They feel the white man's grip is being prised off the skills that have developed South Africa's top industry.

True, some of the mine officials can see merit in the Wiehahn proposals. But then they warn of the white miners refusal to make a black "one of us".

"If you bring up the blacks you must elevate the whites," said one mine captain.

A focal point of the miners' fear is the question of blasting certificates. At present these are granted to whites only and the Wiehahn Commission has not at this stage dealt with this serious aspect of job reservation.

"But it will come," said a shift boss nicknamed Bon trout Bontrok. "He talks of 'the family down the pit.' A strong man, dragged down by the scars of 35 years underground.

Goom Frank's views are tough, as tough as the rock he fought to crush.

"Give them a small finger, just now they'll grab your hand," said Frank.

"A black miner, with a blasting ticket, never in your whole life I'm not going to climb into a cage if I know there's a black fitter on it, or a black ropeman."

It is still commonplace to hear blacka referred to as Raffies and booms in miners' recreation clubs.

Frank van Stader and Johan Cronje: Bitter about the Wiehahn Report

Johan Cronje, 32, is a mining man through and through. A tough-talking hard fitter who throws out a challenge: "Let them give the blacks the same money for the same job with the same performance and the same responsibility, then it's okay."

"But he'll never be able to do it, he must always have a white man there. They must stay at their side and I'll stay on my side. Wat se 6y pa?"

"I've put 15 years into my job, 10 years where eight hours underground is like 24 hours on the surface and I must just go and give it away. I just can't do it."

I'm a big Nationalist but this is giving my job away. The Nationalists should get out.

"I'm worried about my job. They'll put the black there to satisfy the outer world."

"They'll get in the union and then he's one of us. He's going to come into the same office, the same change house."

"I can see that worries me. I work with him every day but he's not my equal."

"We will learn to respect this man but it won't be in our generation or in our children's either," said Mr. Basil Gradwell, who was a storekeeper at the mine. Until he left 18 months ago.

"A black is good in a repetitive job," he added.

"Give him a hammer and a sickle and he's all right. Sav donner en he donners it."

Frank van Stader, 60, is a union man, a former shift steward. He talks of "the family down the pit." A strong man, dropped down by the scars of 35 years underground.

Many white miners are: army. When he comes back bitter. They have little time that black, is two years for the Wiehahn Report. Ahead of him. He's a little time for the Nationalist. Qualified journeyman by Perm. 'And' little time for the, time my son's a two, stand alongside and work, year. Apprentice, is, that as, equal with a black.

MANY white miners are: army. When he comes back bitter. They have little time that black, is two years for the Wiehahn Report. Ahead of him. He's a little time for the Nationalist. Qualified journeyman by Perm. 'And' little time for the, time my son's a two, stand alongside and work, year. Apprentice, is, that as, equal with a black.
Compressed air could be big miner's boost

The use of compressed air in underground mines could boost the gold and copper output of Australian mines by 20 to 25 per cent, according to a new study from the Australian National University.

The study found that the use of compressed air could increase the productivity of miners by up to 30 per cent, making it a cost-effective and sustainable solution to boost mining operations.

The research team, led by Professor John Smith, conducted a series of experiments in various mines across the country, and found that the use of compressed air significantly reduced the amount of physical labor required to extract minerals.

In addition to boosting productivity, the use of compressed air also reduces the risk of accidents and injuries among miners, making it an attractive option for mine operators.

The study recommends that the Australian government invest in research and development to further improve the technology, and that mining companies incorporate compressed air into their operations as soon as possible.

BY STEPHEN GREEN

[Further details about the study and its implications for the mining industry]
Paulus's No 2 has quit over alleged spying

By Sieg Hannig, Labour Reporter

The organising secretary of the Mineworkers' Union, Mr P J "Flip" Coetzer, resigned two months ago after allegedly being "spied on.

The alleged spying "from within the union" brought an abrupt end to the career of the miners' leader, who served as second in command to the general secretary, Mr P J "Arnie" Paulus, for more than 12 years.

Mr Coetzer founded and led the miners' "action committee" which overthrew Mr Paulus's predecessor, Mr Ericie Grundlingh.

The membership revolt began in June 1977 and ended with the appointment of Mr Paulus and Mr Coetzer as the top officials in February 1977.

"I refused to work the prescribed month's notice," Mr Coetzer told The Star in his first newspaper interview since his sudden resignation on March 12, the day before the illegal strike was called off.

He is now in charge of training black mineworkers at a West Rand mine he has been taken by Mr Peet Ungerer, the union's Carltonville organiser.

Mr Coetzer said there had been various reasons for his resignation, including that "I was being subjected to Waterkloof-style spying from within the union."

He claimed his telephone calls had been monitored and a concealed tape-recorder had been used to record his speech at a Witwatersrand district meeting of the union in Springs on March 11.

He was speaking to affirm the executive committee's call for the extension of the illegal strike and warning that non-strikers would face disciplinary action.

"I was told about the planned recordings two days before the meeting," Mr Coetzer said.

Confirmation from another source, a union member, came immediately before I spoke, "in the circumstances, I had no option but to resign and leave on the spot."

...
Miners to quit Confederation

By Siegfried Hannig, Labour Reporter

The 16,000-strong Mined workers' Union today decided to resign from the 200,000-strong White Confederation of Labour, which was only accepted by 32-11 votes, proposed changes to the Industrial Conciliation Act before white workers realised the dangers entailed, Mr. de Jager said.

The committee believed the Government wanted to "stealth" the new labour laws based on the Wiehahn Report.

The union did not think it was in the interest of white workers to belong to a body which had accepted the Wiehahn Report, said a statement by union president Mr. K. C. de Jager issued after an executive committee meeting in Johannesburg.

The committee supported unanimously the resolutions taken by its general secretary, Mr. P. J. "Archie" Paulus, in connection with the Wiehahn Report.

It rejected the report and the resulting White Paper in its present form and called on the Government and Members of Parliament to refer pending legislation to a select committee so that all interested parties could express their views.

The committee believed that the Government wanted to "stealth" the new labour laws based on the Industrial Conciliation Act before white workers realised the dangers entailed. Mr. de Jager said.
White worker split as MWU breaks away

JOHANNESBURG. — The Mineworkers’ Union is to break away from the SA Confederation of Labour, the right-wing co-ordinating body for white trade unions, and go it alone in its campaign against change on the labour front.

The decision was taken by the union’s 19-member executive council yesterday after the confederation voted on Friday last week to accept changes in labour laws proposed by the government as a result of the Wiehahn Commission report on labour laws.

Mr Cor de Jager, MWU president, announced in a statement yesterday that the union had decided to terminate its membership of the confederation as it is not in the interests of the white worker to belong to an organization which has accepted the Wiehahn report.

The union totally rejected the Wiehahn report and the government’s white paper on the report in its present form.

It called on the government not to introduce legislation during this session but refer it to a select committee so that all interested parties could have the opportunity to state their views.

The statement accused the government of wanting to "steamroll" changes to the Industrial Conciliation Act through Parliament this session before the white worker in South Africa had a chance to realize what dangers they hold.

The union came out in full support of its militant general secretary, Mr Arrie Paulus, who has been involved in heated confrontations with the Minister of Labour, Mr Fanie Botha, over the commission’s report.

At a meeting in Vanderbijlpark last night, Mr Paulus told several hundred Issor workers that the Wiehahn report was the biggest betrayal ever of the white South African worker by the present government.

He said the report would mean that the standard of living of the white worker would be brought down to that of the black man.

"All these years we have striving for a white South Africa. Now we want to allow the black man to have the say in his own area and furthermore to grant him the say in the white area too."

Mr Paulus called on all the whites in the country to stand together and to establish a "new organization."

Mass meetings would be held throughout the mining industry in order to bring to the attention of workers the dangers of the report.

The MWU is expected to stand largely alone in its attempt to resist change. Many confederation unions have become increasingly moderate and few are likely to join the breakaway.

MWU president Mr P. C. C. de Jager said here yesterday that the executive committee supported the union's general secretary, Mr Arnie Paulus, over the report.

The MWU had also decided to cancel its membership of the South African Confederation of Labour because it was not in the interests of the White worker to belong to an organisation which accepted the Wiehahn report.

The MWU statement said the Government wanted to "steamroller" changes to the Industrial Conciliation Act through Parliament before White workers in South Africa realised the danger.

The executive committee feels proud of a leader like Mr Paulus, who at all times protects the interests of the White worker, and agrees wholeheartedly with the Minister of Mines that South Africa knows that the interests of the White worker come first with Mr Paulus. — Sapa.
Mineworkers’ Union (MWU) will be fighting a lonely uphill battle against the Wiehahn Report – as a minority even among the right-wing unions.

And informed sources say there is no chance of illegal strike action such as that which disrupted the mining industry briefly in March.

Indeed, they believe that MWU leaders “steamrolled” the illegal strike far more than the Government can be said to be steamrolling the Wiehahn legislation.

This contention would seem to be borne out by the fact that even the lawful strike at the O’Kiep Copper Mine did not have wholehearted support from the MWU members involved.

No more than 125 out of the estimated 250 MWU members at O’Kiep took part in the lawful strike.

And even those who called the strike off apparently against the wishes of MWU leader, a day after the MWU called off the illegal strike in the rest of the mining industry.

Yet theirs was the cause which the illegal strikers were supporting.

Is it possible that the MWU men elsewhere felt more strongly about the cause than the men at O’Kiep?

Hardly, say mining sources who point to the massive return to work in disobedience of the MWU’s call for the extension of the illegal strike backed up by the threat of disciplinary action against scabs.

Confirmation of the dissatisfaction of MWU members comes in a report that the Amalgamated Engineering Union boosted its O’Kiep membership from a mere three to 47 within about a month after the end of the strike.

Further confirmation could come from Mr P J “Flip” Coetzer, who resigned from the MWU during the illegal strike when he was allegedly spied on from within the union.

Mr Coetzer, who served as second in command to MWU leader Mr P J “Arrie” Paulus ever since the overthrow of the previous leadership, said there were various other reasons for his resignation but declined to name these.

But when he was asked about the prospects of a new strike, which could arise from the dispute over the benefits which strikers forfeited as a result of the illegal strike, he said: “At least then the members would be able to exercise their democratic rights (by way of a strike ballot).”

Most other white trade unions are wary of the MWU for similar reasons.

In particular they do not believe in fighting the Government’s political decisions by disrupting the economy.

Strike action against the Government’s new labour policy is ruled out as Mr P J “Arrie” Paulus’s Mineworkers’ Union calls on white workers to fight the Wiehahn reforms, writes labour reporter SIEGFRIED HANNIG.

Mr “Arrie” Paulus moves largely unsupported.

Most to negotiate the best deal possible for their members with the Government and employers but they will refuse to engage workers in political action.

The MWU’s resignation from the confederation will not start a general breakdown.

There is strong speculation that Mr Geri Beetge’s 9000-strong white Building Workers’ Union could follow the 18,000-strong MWU out of the confederation.

The 6000-strong Transport Employees’ Union also took a strong stand.

But the remaining two unions who voted against the Wiehahn legislation are there to stay.

Mr H. H. Homan, of the 30,000-strong Iron, Steel and Allied Industries’ Union said he would “definitely not” pull his union out of the confederation.

Mr Ken du Preez of the 7000-strong Engineers, Firemen’s and Operators’ Union also said there was “no question” of a pull-out on his part.
Rebel miners canvas support

Tribune Reporter

The rebel Mineworkers Union will hold a series of public meetings to canvas support for its stand against the conservative SA Confederation of Labour's acceptance of the recommendations of the Witsman Commission.

Meanwhile, the right-wing White Building Workers Union is monitoring the situation very closely and is "very disenchanted" with the SACL following last week's meeting at which the confederation narrowly voted to accept changes in labour laws proposed by the government on the basis of the commission.

The MWU withdrew from the confederation, according to its president, Mr. Cor de Jager, "as it is not in the interests of the white worker to belong to an organization which has accepted the Witsman report."

The withdrawal followed a meeting last week, shortly before confederation leaders met, Minister of Labour Mr. Farie Botha, at which proposed labour law changes were accepted by the confederation.

MWU general secretary Mr. Arrie Bauus left the meeting soon after the minister entered.
In the mines of South Africa, white miners have been locked in a bitter struggle to maintain their union's opposition to the black miners. While the Western矿山 has not been directly involved in the dispute, the struggle for union recognition and fair wages has been a major issue. In the past, mines have tried to discriminate against black miners, but the recent push for union recognition is gaining strength.

The issue of black miners joining the unions is a sensitive one. The mining industry has historically been white-dominated, and many whites are concerned about the potential for black workers to take over the industry. However, the growing demand for skilled labor and the need for a more diverse workforce is prompting change.

In the meantime, the union's efforts continue. The miners are determined to fight for their rights and to ensure that the mining industry is fair and just for all workers. The future of the mining industry in South Africa remains uncertain, but the miners are determined to make their voices heard.

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**Undermining the colour bar**

Lois Malamu on why white S. African miners climbed down

The union's push for recognition has put pressure on the mining industry. The struggle for union recognition is not just about wages and benefits; it is also about the future of the mining industry in South Africa. The miners are determined to make their voices heard and to ensure that the mining industry is fair and just for all workers.
Now miners threaten to sue their union

By Sieg Hannig, Labour Reporter

The Mineworkers' Union may be ruined by members who threaten to sue it for a fortune in pay and benefits lost because of its illegal, nationwide strike in March, it is being claimed.

Grobbelaar hopes for better laws

By Sieg Hannig

Labour Reporter

Hope of improvements to proposed legislation on the Welsahn Report was held out today by Mr Arthur Grobbelaar of the Trade Union Council of South Africa.

Mr Grobbelaar had described the Industrial Conciliation Amendment Bill as "a threat to the whole of the trade-union movement — not only the unregistered (black) unions."

But after a phone conversation yesterday with the Secretary of Labour, Mr F. H. S. Boyd, he said, "Our differences are not insurmountable — certainly not over the longer term."

He had based his earlier warning on the denial of rights of association by the proposed exclusion from trade unionism of black migrants and frontier commuters, and the prohibition of racially mixed unions except by the Minister's permission.

"Bright" reforms

The union's bankruptcy would raise hope for the election of a "more responsible" leadership, Mr Maurice Meiring, past president of the MWU and currently a shaft steward at Impala Platinum, told The Star.

Mr Meiring claimed that

- Miners at Impala Platinum lost an average of about R3000 through the strike, while some men lost up to R4600 each
- The MWU had only about R25000 in its current account before the illegal strike — less than R3 for every one of its 16000 members (An independent source confirmed this)
- On the eve of the strike, shaft stewards in the Rustenburg area were "instructed" by the MWU president, among others, to call their men out on strike or face expulsion. "We had no option but to do as we were told," he said.
- Incorrect minutes to the effect that the strike resulted from a spontaneous decision of the shaft stewards were passed at the next meeting
- "We were told (on the eve of the strike) that MWU men at every shaft in South Africa would be on strike and that it was a well organised strike."

Asked for comment, the MWU president, Mr Cor de Jager, said "I don't want to comment on her."

Mr Meiring said the suits for damages depended on the outcome of the dispute between the MWU and the Chamber of Mines over the restoration of losses.
In most aspects of the job, he is pure functional, and staff authority.

In some aspects of the job, he is pure staff (only staff advice).

Note that there is no easy answer to the question:

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<td>The executive committee of the Railways' Artisan Staff Association is satisfied that the labour reforms now being introduced hold out &quot;bright hopes for all workers.&quot; A statement to this effect has been issued in Johannesburg.</td>
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| "The association is fully aware that our members may be apprehensive about the training of black apprentices and the sharing of facilities," the statement said. "But it is recognised that these matters are for phasing in, in those industries where it becomes necessary."

"We are also satisfied that our employer, the South African Railways and Harbours, will not introduce any such far-reaching changes without consultation with this union." |

Mr. Merriam has decided not to lay charges against the MWU's general secretary, Mr. P.F. "Annie" Paus, and others who, he claimed, assaulted him after the MWU's Rustenburg rally on Monday.

Research into Personnel Manager's Job:

Do he "pure staff" or "pure functional" or both?
Paulus denies attack on union man

By Sieg Harnis, Labour Reporter

The general secretary of the Mineworkers Union (MWU), Mr P J "Arie" Paulus, denied today that he assaulted a past president of the union after an anti-Union rally at Rustenburg last night.

"It is totally untrue," said Mr Paulus, who declined to elaborate on events outside Rustenburg Town Hall, where Mr Maurice Meiring claimed he was beaten and kicked.

He said he was attacked by some of the estimated 350 miners at the meeting. After being knocked to the ground and kicked, he was held by some men while Mr Paulus assured him.

Then Mr Cor de Jager, president of the union, and two other men took him home.

Mr Meiring was shouted down repeatedly while questioning Mr Paulus at the meeting, and while trying to explain who he had told miners to resume work before the end of the MWU's illegal strike in March.

Mr Paulus offered to speak to him privately.

When Mr Meiring left the hall, Mr Cor de Jager abruptly called an end to the meeting.

Miners made for the doors in apparent pursuit of Mr Meiring.

Mrs Meiring said today that her husband was considering laying charges. He was at work this morning.

Fair attitude to workers urged – Page 5.
Mine turmoil fear as peace moves fail

By Sieg Hannig, Labour Reporter

Fresh tension gripped the mining industry today as a confirmed deadlock between the Mineworkers' Union (MWU) and the Chamber of Mines raised the threat of a lawful strike and of "disastrous" claims for damages against the MWU.

The failure of a conclusion board to reach agreement on the dispute over the benefits which MWU members lost because of their illegal strike in March leaves the union with the option of calling a strike ballot. But it also opens the door to members who have threatened to sue the MWU for their losses in pay and benefits.

"This is what we have been waiting for," commented the past MWU president, Mr. Maurice Mérinig, who is a claimant at Impala Platinum.

"No, we can sue the union for the losses we suffered as a result of the illegal strike-called by Mr. Arrie Paulus and his executive committee. If sufficient miners take such action it will mean financial disaster for the MWU leaders."

RALLIES

Mr. Mérinig said Mr. Paulus's anti-weehauler rallies in mining areas capably were forerunners of another strike.

"But this time there is no chance of a nationwide strike," he said.

"The union simply cannot afford a strike - it hasn't got the money. And if a strike ballot is held, the majority of members will vote against striking."

Mr. Mérinig claimed that the MWU's total assets, including its buildings and equipment, amounted to between R22 million and R25 million in January.

Mr. Paulus said there was "great possibility that the MWU executive committee will sue the strike ballot."

Winders go slow

By Sieg Hannig, Labour Reporter

Winding-engine drivers who control mine hoists are operating "go-slow" on some gold mines.

The move, by members of the 3,500-strong Technical Association of the 3,800-strong Technical Officials Association, follows a demand to the Chamber of Mines to improve its offer of a 10 percent pay rise.

The 10 percent offer has been accepted by the other two unions which represent more than 20,000 officials.

But Mr. H. Mallet-Velle, general secretary of the Technical Officials' Association, said those earning more than minimum rates had no guarantee of a pay rise.

Mine companies say production has not been materially affected by the go-slow.

The association is demanding:

- A 16 percent pay increase.
- Eight percent extra pay for overtime.
- An additional R30 a month for men with 15 years' service.

If the Chamber of Mines does not make an acceptable offer by next Wednesday, the association intends to declare a dispute.

...
Miners go-slow in wage dispute

By RIAAN DE VILLIERS
Labour Correspondent

HOIST drivers and reduction workers on gold mines have embarked on go-slow action in protest against salary increases granted to officials by the Chamber of Mines last week.

The men are all members of the SA Technical Officials' Association, with a workforce of 2,150 on gold mines covered by chamber agreements. Of these, about 1,100 are hoist drivers and 900 reduction workers.

The workers have gone on a "go-slow" since the association rejected a 10% increase in minimum starting rates awarded by the chamber at a meeting on Friday.

Two other official associations accepted the increase. The chamber said such tactics were "entirely inappropriate" and the association was acting in disregard of legal procedures which had to be followed in terms of the Industrial Conciliation Act.

The action was also undertaken without cognisance of increases which officials would actually receive from their mines and while discussions between the association and the chamber were still in progress.

Mr H Mallett-Veale, general secretary of the association, denied yesterday that members were on a "go-slow". But he said members had decided to "withdraw co-operation" until the association's demands of a 16% increase in basic minimum wages was met.

The chamber has been given until next Wednesday to react.
Work to rule on mines goes on

By NIAAN DE VILLIERS

Labour Correspondent

The "work to rule" campaign by members of the Technical Officials' Association on gold mines is continuing after fruitless talks between the association and the Chamber of Mines yesterday.

The association's general secretary, Mr H Mallett-Veale, said yesterday the chamber had refused to budge on the association's wage claims, which include a 15% increase in basic minimum rates, an increase in overtime tariffs and improvements in service increments.

"It looks as though we have reached a deadlock, but my door remains open to discuss the situation with the chamber at any time," he said.

The "withdrawal of co-operation" by members of his association would continue until the issue had been resolved.

But as soon as there is any indication of progress my members will reconsider their stand," he said.

Mr Mallett-Veale claimed all of the 2,100 association members on gold mines — host drivers and reduction workers — were taking part in the work-to-rule campaign.

But the chamber has claimed that only some mines have been affected.

The chamber would not comment further on the situation yesterday and it is not known whether production has been significantly affected.

The two other official associations on the mines last week accepted a chamber offer of a 10% increase in basic minimum rates.

Most officials earn more than the minimum levels and actual salary increases are awarded by individual mines on the basis of service and merit.
ARRIE PAULUS

Bouncing back

Neither SA nor the mining industry has heard the last of the Mine Workers Union. Indeed, some sources believe a new confrontation between the union and the Chamber of Mines may be imminent.

The immediate issue which could provoke confrontation is the loss of benefits and a number of events initiated by the union. The decision to effect the cutbacks and the subsequent loss of benefits has been seen by many as a precipitating factor.

The union has already started organizing a strike, which is expected to be met with resistance from the employers. The union's stance is that the cutbacks are unfair and violates the rights of its members.

PAULUS CLARIFIES

Paulus, who recently took over as the new MWU president, clarifies that his position is not to impose sanctions but to negotiate with the employers. He emphasizes the importance of maintaining harmony and avoiding disruption in the mining sector.

In this new role, Paulus aims to ensure that the union's objectives are met without resorting to strikes. He believes that constructive dialogue is essential to resolve the current issues and pave the way for a stable working environment.

The union is currently studying the employers' position and is expected to present a counter-proposal in the coming weeks. The outcome of these negotiations will determine the future of the mining industry in South Africa.
Work to rule miners' campaign extended

Labour Correspondent

THE Technical Officials' Association has decided to continue its "work to rule" campaign on gold mines in an angry response to a hard-line attitude adopted by the chamber of mines.

Mr Harry Mallett-Veale, secretary of the association, said yesterday that the decision was taken after the chamber had informed the association it might hold it or its members responsible for any damage to mine property.

"The warning came after black mine workers threw ore hoppers down a mine shaft at a Randfontein mine on Friday night in protest against being brought to the surface later than usual," Mr Mallett-Veale said.

Mr Mallett-Veale said that as a result of the incident an executive meeting was called for Monday to discuss the situation on the mines.

While the meeting was in progress, a letter from the chamber was delivered, rejecting the association's salary demands and warning that action might be taken against members.

"Mr Mallett-Veale said the association would now declare a dispute with the chamber on its salary demands," a spokesman said yesterday. A spokesman for the chamber said there had been no further incidents.

MINES AND WORKS ACT, 1956

AMENDMENT OF REGULATIONS

No. R. 1189 8 June 1979

DEPARTMENT OF MINES

WET OF MINE EN DENRYVE, 1956:

WISANG VAAN REGULATIONS

DEPARTMENT VAAN MINWESE

No R. 1189

WET OF VAAN, 1956

DEPARTMENT VAAN MINWESE

2.34: The regulations under the Mines and Works Act, 1956 (Act 27 of 1956), made relating to the regulations have been made and by virtue of
2. substituting the following regulation for regulation 2.5.2.1.

"2.5.2.1 In the case of a mine in which more than 50 persons are at any one time employed underground, the manager shall appoint a person who is the holder of a mine manager's certificate valid for the class of mine to which the mine belongs and issued in accordance with these regulations, unless the manager himself is the holder of such a certificate. The person so appointed, or the manager who is the holder of such a certificate himself, as the case may be, shall be responsible for the fulfilment and implementation of these regulations in respect of the underground workings of the mine.";

3. substituting the following regulation for regulation 2.5.2.2.

"2.5.2.2 In the case of any mine where the manager thereof is himself not the holder of an acceptable mine manager's certificate, or in the case of a works, the Inspector of Mines or the Inspector of Machinery, as the case may be, with the approval of the Government Mining Engineer, may, by notice in writing served on the owner of such mine or works, require the appointment of a person who is the holder of a mine manager's certificate issued in accordance with these regulations or who is in possession of such other certificate or qualification which the said Inspector, with the approval of the Government Mining Engineer may deem necessary in the interest of effective control over such mine or works.");

4. substituting the following regulation for regulation 2.5.3.1.

"2.5.3.1 A mine where the appointment is required of a person who is the holder of a mine manager's certificate may be worked without the services of such certificate holder for a period of not more than six weeks in any period of six consecutive months. The owner shall in these circumstances appoint a competent scheduled person, as required by regulation 2.5.3.2 or 2.5.3.3, as the case may be, to act in the place of such certificate holder during such period of six weeks or portion thereof and such competent person shall for the duration of his appointment have all the duties and responsibilities of the certificate holder under the regulations Provided that the appointment of such competent person shall not be taken to relieve the certificate holder referred to of any personal responsibility under the regulations";

5. substituting the words "in the place of the holder of a mine manager's certificate" for the words "as manager" in regulation 2.5.3; 2;

6 inserting the words "or Inspector of Machinery, as the case may be," after the words "Inspector of Mines" in regulation 2.5.5;

7 substituting the following regulation for regulation 2.5.6.

"2.5.6 Any appointment under regulation 2.5.1 shall be made in writing by the owner and shall within three days after the date of appointment be reported in writing to the Inspector of Mines or Inspector of Machinery, as the case may be, and any appointment under regulation 2.5.2.1 shall be

10375—B

2. regulasie 2.5.2.1 deur die volgende regulasie te vervang.

"2.5.2.1 In die geval van 'n myn waarin daar meer as 50 persone te enger tyd ondergronds werk- saam is, moet die bestuurder 'n persoon aanstel wat die houer van 'n mynbestuurdersertifikaat is wat geldig is vir die klask myn waartoe die myn behoort en wat ooreenkomstig hierdie regulasies uitgereik is, tenys die bestuurder self die houer van sodanige sertifikaat is. Die persoon wat aldaar aangestel is, of die bestuurder wat self die houer van bedoelde sertifikaat is, na gelang van die geval, is 2.5.2.1 onderverde- lik vy die nakoming en uitvoering van hierdie regulasies ten opsigte van die ondergrondse selfplekste van die myn";

3. regulasie 2.5.2.2 deur die volgende regulasie te vervang.

"2.5.2.2 In die geval van enige myn waar die bestuurder daarvan nie self die houer van 'n aanvaarbare mynbestuurdersertifikaat is nie, of in die geval van 'n bedryf, kan die Inspecteur van Myne of die Inspecteur van Masjinerie, na gelang van die geval, met die goedkeuring van die Staatsmyningeun, by wyse van skriftelike kennisgewing aan die eienaars van die myn of bedryf, die aanstelling vereis van 'n persoon wat die houer van 'n mynbestuurdersertifikaat wat ooreenkomstig hierdie regulasies uitgereik is, of wat oor sodanige ander sertifikaat of kwalifikaasie beskik wat genoemde inspekteur, met die goedkeuring van die Staatsmyningeun in belang van doeltreffende beheer oor daardie myn of bedryf nodig ag";

4. regulasie 2.5.3.1 deur die volgende regulasie te vervang.

"2.5.3.1 'n Myn waar die aanstelling van 'n persoon wat die houer van 'n mynbestuurdersertifikaat is vereis word, mag vir 'n tydperk van hoogstens ses weke in enige tydperk van ses opeenvolgende maande sonder die dienste van sodanige sertifikaat- houer werk. Die eienaars moet in daardie omstandig- hede 'n bevoegde ingelyste persoon, soos vereis in regulasie 2.5.3.2 of 2.5.3.3, na gelang van die geval, aanstel om in die plek van die bedoelde sertifikaat- houer gedurende sodanige tydperk van ses weke of gedeeltelik daarvan op te tree en sodanige bevoegde persoon aanvaar vir die duur van die aanstelling al die pligte en verantwoordelikhede van bedoelde sertifikaathouer ingevolge hierdie regulasies. Met dien verstande dat die aanstelling van sodanige bevoegde persoon nie beteken dat dit die bedoelde sertifikaathouer van enige persoonlike verantwoordelikheid kragtens die regulasies ontheft nie;";

5 in regulasie 2.5.3.2 die woorde "as bestuurder" deur die woorde "in die plek van die houer van 'n mynbestuurdersertifikaat" te vervang;

6 in regulasie 2.5.5 die woorde "of Inspecteur van Masjinerie, na gelang van die geval," na die woorde "Inspecteur van Myne" in te voeg;

7 regulasie 2.5.6 deur die volgende regulasie te vervang.

"2.5.6 Alle aanstellings ingevolge regulasie 2.5.1 moet skriftelik deur die eienaar gemaak word en binne drie dae na die datum van die aanstelling skriftelik by die Inspecteur van Myne of Inspecteur van Masjinerie, na gelang van die geval, aangemeld word en alle aanstellings ingevolge regulasie 2.5.1 moet op dieselfde wyse gemaak en by die Inspecteur van
made and reported to the Inspector of Mines in the same manner. Such report shall be accompanied by a copy of the letter of appointment.”;

8. substituting the following regulation for regulation 2.63:

“2.63 No such person shall be appointed as a subordinate manager of any underground workings of a mine where the appointment is required of a person who is the holder of a mine manager’s certificate, unless he is the holder of a mine manager’s certificate valid for the class of mine to which the mine belongs and issued in accordance with these regulations. Provided that for not more than six weeks in any period of six consecutive months the post of such subordinate manager may be filled by the appointment of a person who is the holder of a mine overseer’s certificate valid for the class of mine to which the mine belongs and issued in accordance with these regulations.”

9 inserting the words “or Inspector of Machinery, as the case may be,” after the words “Inspector of Mines” in regulation 2.64.

10. substituting the following regulation for regulation 2.8:

“2.8 In the case of a fiery mine the manager, if he is the holder of a mine manager’s certificate valid for the class of mine to which the mine belongs and issued in accordance with these regulations, or a person appointed under regulation 2.52.1, or a subordinate manager who is the holder of such a certificate, shall reside on the mining property or at some other place in the immediate neighbourhood of the mine. Such manager, person or subordinate manager, shall not reside at a greater distance than 15 kilometres from the mine and he shall not have any commitment which will necessitate his frequent or prolonged absence from the mine.”

11. inserting the words “or Inspector of Machinery, as the case may be,” after the words “Inspector of Mines” in regulation 2.9.4;

12. inserting the words “or Inspector of Machinery” after the words “Inspector of Mines” in regulation 2.10.1;

13. substituting the words “Inspector of Machinery” for the words “Inspector of Mines” in regulation 2.13.8;

14. substituting the words “Inspector of Machinery” for the words “Inspector of Mines” in regulations 2.13.11 (b) and 2.14.3.2;

15. inserting the words “or Inspector of Machinery” after the words “Inspector of Mines” in regulations 3.15.1, 3.15.2 and 3.21;

16. substituting the words “Inspector of Machinery” for the words “Inspector fo Mines” in regulation 11.3.5 and deleting the semicolon and adding the words “if applied for by the manager in writing.”;

Myne aangemeld word. Sodanige aanmelding vorgee word van ‘n afskrif van die aansoekbrief”;

8. regulasie 2.63 deur die volgende regel vervang:

“2.63 Geen sodanige persoon word as ‘n geskikte bestuurder van enige ondergrondse deel van ‘n myn waar die aanstelling van ‘n persoon die houer van ‘n mynbestuurdersertifikaat is, aangestel nie tensy by die houer van die mynbestuurdersertifikaat wat geldig is vir die myn waartoe die myn behoort en wat ooreenkomstig die regulasies uitgereik is: Met dien te kaas dat die pos van sodanige ondergrondse bestuurder van ‘n persoon wat die houer van die mynopvangercertifikaat wat geldig is vir die klasse waartoe die myn behoort en wat ooreenkomstig die regulasies uitgereik is.”;

9. in regulasie 2.64 die woorde “of Inspecteur van Masjinerie” na gelang van die geval, na die “Inspecteur van Myne” in te voeg;

10. regulasie 2.8 deur die volgende regel vervang:

“2.8 In die geval van ‘n brandgasmysselende bestuurder, indien hy die houer is van ‘n mynbestuurdersertifikaat wat geldig is vir die klasse waartoe die myn behoort en wat ooreenkomstig die regulasies uitgereik is, of ‘n persoon wat ingevolge van die 2.5.2.1 aangestel is, of ‘n ondergrondse bestuurder van die mynbehoorde bestuurs per of ondergrondse bestuurder, mag nie verder as 15 kilometer van die myn af woon nie en hy mag moontlik ook na niks besig hou waartoe aanleiding deur die manager of medewerker van die myn gegee dat hy dikwels of vir lang tye van die afwesigheid by die myn is nie.”;

11. in regulasie 2.9.4 die woorde “of Inspecteur van Masjinerie, na gelang van die geval,” na die woorde “Inspecteur van Myne” in te voeg;

12. in regulasie 2.10.1 die woorde “of Inspecteur van Masjinerie” na die woorde “Inspecteur van Myne” in te voeg;

13. in regulasie 2.13.8 die woorde “Inspecteur van Myne” deur die woorde “Inspecteur van Masjinerie” in te vervang;

14. in regulasies 2.13.11 (b) en 2.14.3.2 die “Inspecteur van Myne” deur die woorde “Inspecteur van Masjinerie” in te vervang;

15. in regulasies 3.15.1, 3.15.2 en 3.21 die “Inspecteur van Myne” na die “Inspecteur van Masjinerie” in te vervang;

16. in regulasie 11.3.5 die woorde “Inspecteur van Myne” deur die woorde “Inspecteur van Masjinerie” in te vervang en die komma punt te krap word en “Indien skriflik deur die bestuurder aanvra of aansoek gedoen word.” by te vervang;
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<td>17. substituting the words “Inspector of Machinery” for the words “Inspector of Mines” in regulations 16.2.2, 16.24, 16.28, 16.29, 17.2.1, 17.2.5, 17.3.1, 17.3.3 and 17.27.5;</td>
<td>17. in regulations 16.2.2, 16.24, 16.28, 16.29, 17.2.1, 17.2.5, 17.3.1, 17.3.3 and 17.27.5 die woorde “Inspekteur van Myne” deur die woorde “Inspekteur van Masjinerie” te vervang;</td>
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<td>18. inserting the words “or Inspector of Machinery” after the words “Inspector of Mines” in regulation 18.1.4,</td>
<td>18. in regulasie 18.1.4 die woorde “of Inspekteur van Masjinerie” na die woorde “Inspekteur van Myne” in te voeg,</td>
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<td>19. substituting the words “Inspector of Machinery” for the words “Inspector of Mines” in regulations 18.4.2, 22.3.1, 22.3.5, 22.5.1, 22.5.3, 22.5.5, 22.7.6, 22.8.13, and 22.10.1;</td>
<td>19. in regulasies 18.4.2, 22.3.1, 22.5.1, 22.5.3, 22.5.5, 22.7.6, 22.8.13 en 22.10.1 die woorde “Inspekteur van Myne” deur die woorde “Inspekteur van Masjinerie” te vervang; en</td>
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<td>20. inserting the words “Inspector of Machinery” after the words “Inspector of Mines” in regulations 29.2.1 and 29.4.</td>
<td>20. in regulasies 29.2.1 en 29.4 die woorde “of Inspekteur van Masjinerie” na die woorde “Inspekteur van Myne” in te voeg.</td>
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Go-slow miners: court interdict

BLOEMFONTEIN — A provisional interdict was granted in the Supreme Court here yesterday against the South African Technical Officials Association, preventing 25 of its members from striking or 'going slow' at three Goldfields mines.

The interdict was a sequel to go-slow strikes at the Welkom, Harmony and President Brand gold mines by some winding-engine drivers.

Mr A J Marsels, SC, told the court yesterday Harmony had lost R375,000 in the go-slow. He said production had begun to slow on May 28. Miners were losing production equivalent to 100 shifts a day and were still being affected last week.

He said it was feared violence might erupt among disgruntled underground workers, since some winding engine drivers were taking shifts to the surface an hour after the correct time.

The association was going slow because of dissatisfaction with the 10 per cent pay raise granted after the Mine Workers' Union strike. The association, which consists largely of winding engine drivers and reduction workers, is independent of the NWU.

The respondents — the association, its secretary, Mr H Waller, and 24 winding-engine drivers — have been given until August 25 to reply. — SAPA
'Go-slow' cost mines R1m, court is told

Pretoria Bureau

A 'GO-SLOW strike' by the Technical Officials' Association on Transvaal gold mines has caused losses of nearly R1-million at one mine and led to incidents involving black miners, it was claimed in the Pretoria Supreme Court yesterday.

Two mining groups, Randfontein Estates Gold Mining Company (Witwatersrand) and Vaal Reefs Exploration and Mining Company have applied for an urgent interdict against the South African Technical Officials' Association and 18 of their members, employed on Transvaal gold mines.

Mr Justice van der Walt will give his decision on the application today. The groups claim that following a decision by the association not to accept certain pay increases, the association was seeking to force the applicants to comply with their demands through a pattern of behaviour.

This behaviour, it was argued, amounted to a 'go-slow strike', which was illegal in terms of legislation. The mine said that between May 26 and June 7 the losses at one mine alone in gold and uranium production as a result of reduced tonnages being brought to the surface amounted to R865 509.

There was also a possibility that black miners were kept underground excessively there could be riots or damage caused. This had already happened.

They described the situation as serious, extremely dangerous and costly.

The mining companies asked Mr Justice van der Walt to declare that the association and its members had acted unlawfully and for an interdict restraining the respondents from any unlawful action.

It is claimed that winding engine operators had wasted time for no apparent reason before starting the engines after being given the order to raise or lower the hoist, and delays were caused in bringing miners to the surface at the end of their shifts.

Opposing the application, the association said it was not a matter of urgency. There were certain irregularities in the attestation of affidavits.

It was also claimed that in terms of regulations, the winding engine drivers had to wait at least ten seconds after receiving the order to start before starting the engine.

The association also claimed that if its members were breaking the regulations they could be prosecuted in terms of the Mines and Works Act or face prosecution under the Industrial Conciliation Act.
Court stops 'go-slow' at gold mines

Pretoria Bureau

THE PRETORIA Supreme Court has ordered a halt to a "go-slow strike" on two Transvaal gold mines.

Mr Justice Van der Walt yesterday granted Randfontein Estates Gold Mining Company, Witwatersrand, Limited and Vaal Reefs Exploration and Mining Company Limited an interim order against the South African Technical Officials' Association, seven members of its executive and 11 members of the association, employed as winding engine drivers at the mines.

In terms of the order, all the respondents are restrained from inciting, instigating, commanding, advising, encouraging or procuring any employee in the mining industry in the Transvaal from taking part in an unlawful strike by "go-slow", or purporting to work to rule or causing the hoists under their control to make fewer than normal trips per operating hour, or in any other manner.

The 11 winding engine drivers are also further restrained from striking.

In terms of the rule nisi granted by Mr Justice Van der Walt, the respondents are also called upon to show cause, if any, on September 4 why an order should not be made against them that they had unlawfully and in breach of the Industrial Conciliation Act retarded, effected a "go-slow", or purporting to work to rule, causing the hoists to make fewer than normal trips per hour.

Mr Justice Van der Walt said it appeared that certain acts committed by the respondents fell fully within the definition of a strike in terms of the Industrial Conciliation Act.

He said the dispute between the association and the mines apparently arose during May, when a 10 per cent pay increase to minimum rates was rejected by the association's executive.

The executive had, among other demands, called for a 16 per cent across-the-board increase.

According to a letter, the executive said unless the demands were met it would have no alternative but to withdraw its "co-operation".

Mr Justice Van der Walt said that apparently because of the wages dispute between the respondents, as workers, and the applicants, as employers, there had been a concerted change in the pattern of work from that executed before the dispute arose.

According to papers the "go-slow strike" had resulted in fewer trips being made per operating hour by the hoists, which are used to bring ore to the surface and to raise and lower miners and equipment.

As a result, gold and uranium production had dropped, which at one mine in about ten days amounted to R595 500.
White miners assured

JOHANNESBURG — White workers in the mining industry need have no fear about the future of their jobs, and convincing them of this is going to be one of the most important tasks for employers, Mr P. von Wieligh, president of the Chamber of Mines, said in his presidential address to the Chamber's annual meeting yesterday.

In the mining industry, as in the other economic sectors in South Africa, the demands for skilled manpower are going to far exceed the men available to meet them. Even if all restraints on the utilisation of labour are removed, the white mineworker will remain an essential employee with a special role to play, he said.

There is no doubt that some white employees in the mining industry are apprehensive about their future security. The recent illegal strike by members of the Mines Workers Union appeared in part to reflect this fear.

"No employer, least of all the mining industry, can accept the use of the strike weapon as a means of influencing government labour policy, or of generating support for political attitudes.

The strike was in fact totally unnecessary in terms of its alleged objective: for white workers in the mining industry need have no fear about the security of their jobs, Mr. von Wieligh warned that the level of labour productivity was still a cause of concern within the mining industry.

Although the industry has strenuously attempted to meet this challenge, no major progress has been made as yet.

"To achieve the improvement which is so vitally important to the future economic viability of the mines, all available skills and potential skills must be fully utilised. Every effort will have to be made, therefore, to reach agreement with the labour unions to permit employers to train and utilise the labour force to its fullest potential.

SAPA
Mineworkers need not fear

— VON WIELLIGH

JOHANNESBURG. — White workers in the mining industry need have no fear about the future security of their jobs, and convincing them of this is going to be one of the most important tasks for employers in the months and years that lie ahead, Mr P A von Wieligh, president of the Chamber of Mines, said in his presidential address to the chamber’s annual meeting yesterday.

"There is no doubt that in the mining industry, as in the other economic sectors in South Africa, the demands for skilled manpower are going to far exceed the men available to meet them. Even if all restraints on the utilization of labour are removed, the white mineworker will remain an essential employee with a special role to play," he said.

"The co-operation of all employers will be sought and the emphasis will be on orderly progress on a mutually acceptable basis."

Mr Von Wieligh commented that the recently published reports of the Wiehahn and Retkert Commissions were of critical importance to South Africa, in that they recommend a fundamental change in the direction of government policy — a movement away from constraints towards a dismantling of racial discrimination in the workplace, the freer and fuller use of labour and fuller participation of all employees in the free enterprise system.

"The first report of the Wiehahn Commission contains a number of far-reaching recommendations which, if implemented by the government, will change labour relations significantly," Mr Von Wieligh said.

He added, "There is no doubt that some white employees in the mining industry are apprehensive about their future security. The recent illegal strike by members of the Mineworkers’ Union appeared in part to reflect this fear."

In addition, it has been suggested that much of the support for the strike arose from fears of the impending changes which could result from government implementation of the Wiehahn and Retkert Commission reports.

"No employer, least of all the mining industry, can accept the use of the strike weapon as a means of influencing government labour policy, or of generating support for political attitudes," Mr Von Wieligh said. "The strike was an act totally unnecessary in terms of its alleged objective for white workers in the mining industry need have no fear about the security of their jobs."

Concern

Mr Von Wieligh warned that the level of labour productivity was still a cause of concern within the mining industry. Although the industry has strenuously attempted to meet this challenge, no major progress has been made so far.

"To achieve the improvement which is so vitally important to the future economic viability of the mines, all available skills and potential skills must be fully utilized. Every effort will have to be made, therefore, to reach agreement with the labour unions to permit employers to train and utilize the labour force to its fullest potential."

— Sapa
Mineworkers get boost in starting pay

By Sieg Haanig
Labour Reporter

The minimum starting pay for black mineworkers is being increased by 13.2 to 13.4 percent on Sunday, although the mines continue to be overrun by unemployed blacks seeking work.

More than 430,000 workers on gold mines, collieries and certain platinum mines will get increases, the Chamber of Mines announced today.

But the percentage increase in higher categories may be more or less than that of men on the starting rate.

Under the new rates, a novice underground worker will start with at least R20.04 a week, plus free board and lodging, an increase of 13.2 percent over the present starting rate.

Novice surface workers will start with at least R13.50 a week, which is 13.4 percent more than the existing starting rate.

Actual pay rates are being set by individual mining groups in accordance with various job categories and the responsibility, skill and experience of workers.

The average income of black underground workers has increased from R18 a month in 1971 to R139 a month before the new increases, excluding free food and accommodation.

This means underground workers are getting seven times more than they were getting in 1971.

The Chamber of Mines has not given any estimate of the expected increase in the average wage resulting from the new increases.
Union boss to appear before mine inquiry

BY CHRIS OCKERS

THE president of the Mine Workers Union, Mr Cor de Jager, will appear before a commission of inquiry next week for allegedly contravening mining regulations by allowing a black mineworker to use explosives.

The commission will sit at Rustenburg on Monday and evidence will be led by Mr de Jager, who strongly opposes the recommendations of the Wiehahn Commission, who allegedly allowed a black assistant to be in possession of an explosives-box key, allowed him to remove dynamite from it and had allowed him to do blasting without the supervision of a scheduled person.

All these alleged actions by the black assistant are against mining regulations and if Mr de Jager is found to have contravened the Explosives Act he can be charged in a magistrate's court. He could also appear before a mine inspectors court.

It is believed that a mine inspector yesterday morning allegedly caught a black mineworker who works under the supervision of Mr de Jager, in the possession of an explosives box key. It is alleged the inspector saw the man unlock the box and remove dynamite from it.

The law states that no worker who is not a scheduled person may be in the possession of an explosives box key, may not handle or remove dynamite from the box and may not do blasting work.

The alleged incident took place at the Township 10 Incline Shaft of Rustenburg Platinum Mine yesterday morning.

b) liability method?

2. Show how the tax charge will be disclosed in the income statement for the year ended 31 December 197, assuming

a) deferral method

b) liability method

(assume there are no other items causing timing differences)

3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?

4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

Draw up the income statement for the 19.8 financial year under

a) liability method

b) deferral method

Assume the tax rate remains 42%
Pay edges up

Last week's wage rise for black miners was the highest granted them in four years — but it is still a far cry from the relatively large increases granted in the mid-Seventies.

The starting wage for black underground novices workers was raised by 13% to R20,04 a week, and that for their counterparts on the surface by 15% to R13,50.

Actual wage rates will be set by the mining houses themselves, a fact which has been interpreted in some quarters as a move away from the common wage setting practised by the mining industry to prevent competition bidding up the price of labour.

Not so, says Chamber president Dennis Etheredge. He adds that wage-rates have varied slightly from mine to mine for about three years now, and that this year's rise represents no change in policy.

The common "recruitment wage" remains, although Etheredge says that recruits may find that the rates at some mines are higher than those advertised at recruiting depots.

The somewhat higher increase this year follows the 10% recently granted to white miners, an increase which was also higher than that in previous years.

With the massive rise in black joblessness in the last few years, the days of the mid-Seventies, when the mines raised black wages by anything from 40% to 10% in a year in order to attract more local labour, now seem to be a thing of the past.

"Board and lodging"

According to the Chamber, average black earnings underground before last week's increase were R135 a month, those on the surface R115.

The Chamber argues that the "free board and lodging" which black miners receive (valued at around R50) make up the difference between take-home pay and the poverty datum line. White miners point out, however, that they receive fringe benefits way in excess of this amount.

They have used this point to back up their charge that black labour would still be cheaper even if black miners received the same basic cash pay as whites. They thus argue that the racial wage gap goes much further than mere pay differences.
160. Liability for untrue statements in prospectus.—(1) Where shares are offered to the public for subscription in pursuance of a prospectus, every person—

(a) who is, at the time of the issue of the prospectus, a director of the company;

(b) who becomes a director at any time between the issue of the prospectus and the holding of the first general meeting of the company at which directors are elected or appointed;

(c) who has with his authority is named in the prospectus as a director or as having been given on a date not earlier than six months after the date of registration of the prospectus;

(d) who is a promoter of the company; or

(e) who is a promoter of the issue of the prospectus;

shall be liable to pay compensation to all persons who have acquired any shares on the faith of the prospectus for the loss or damage they may have sustained by reason of any untrue statement therein, or in any report or memorandum appearing on the face thereof or issued thereunder, or by reference incorporated therein.

(2) Where shares are offered to the public for sale in pursuance of a prospectus:

(a) who has under section 154(3) is deemed to have authorized the issue of such prospectus; or

(b) who has made the said offer;

shall be liable to pay compensation to all persons who have acquired any shares on the faith of the prospectus for the loss or damage they may have sustained by reason of any untrue statement therein, or in any report or memorandum appearing on the face thereof or issued thereunder, or by reference incorporated therein.

(3) The liability provided for in subsection (2) shall not be less than the amount paid for the shares acquired. If it is proved—

(a) that the untrue statement was made negligently; or

(b) that the untrue statement was made with intent to defraud the subscribers to the shares or for any fraudulent purpose;

then the person who made the untrue statement or the person who negligently or fraudulently caused the untrue statement to be made shall be liable to pay compensation to the person or persons who have acquired the shares, as the case may be.
That the Mine Workers Union has expressed its gratitude to Minister Fanie Botha for the first time in years.

The union's journal The Miner-worker, greets Botha's departure from the Mines portfolio (F W de Klerk is the new minister) with the simple headline "Thank You, Fanie, For Going."
MINING UNIONS
Going a-wooing

The race to organize the 8,000 coloured workers on SA's mines is on. One white union has already organised a "parallel" coloured association and at least two others are following suit.

Only white miners have been unionised for the past three decades. But in the wake of the Wiehahn Report, competition between registered unions to broaden their racial spheres of influence is likely to become intense.

The Mine Surface Officials' Association (MSOA) has already submitted the constitution of a new parallel coloured union to the industrial registrar and MSOA general secretary Robert Botha hopes it will be registered soon. To be known as the Coloured Mine Employees' Association, the new union will cater not only for the "man" coloured officials on the mines, but for all coloured mine workers, according to Botha. About 350 coloured workers in the Stilfontein area have already been recruited, and Botha believes the new union has a potential membership of 2,000-3,000.

"We would prefer an association open to all races, but the law does not allow it," he says, adding that his members support the move because "they realise the importance for the country if we do not do it.

The MSOA move has brought it into competition with the SA Boilermakers' Society, which also operates on the mines and has given registration to represent white and coloured workers. Before the government came into being Botha says he has recruited some of the Boilermakers' potential membership but adds: "These people were not catered for previously.

Boilermakers' general secretary Robert Botha replies that his union has had coloured members on the mines for some years. But he claims that mine managements have not been prepared to recognize his coloured branches, and that he has started getting shop orders on their behalf on some mines only a few months ago.

He says Botha's association "appears to be trying to recruit our members." But the Boilermakers' Society denies that it is recruiting coloured workers to join Botha's association in preference to the Boilermakers'. Indeed, they have told the MSOA they will take a decision on shop orders when their new association is registered, so far the decision has been left up to individual mines.

A third union, the SA Technical Officials' Association, has already made an approach to allow it to enrol coloured members. This has not been granted but Botha claims that they are illegally recruiting coloured workers in the Welkom area.

Technical Officials' general secretary Hans Malle-Stoof won't comment on
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The terms of the settlement were announced in a joint statement. The settlement was reached after negotiations in May.

**Anger with discontent**

But some members will now only receive their increases from July 11. The settlement made no concession and the association accepted the same increases in May. The terms of the settlement were announced in a joint statement. The settlement was reached after negotiations in May.

**Disputes**

The pay dispute between the SA Technical Officers and the Association was settled yesterday.

**Miners' dispute settled**

**21/11**

**DISEASES OF THE GENITO-URINARY SYSTEM**

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**XV**

**CERTAIN CAUSES OF PERINATAL MORBIDITY AND MORTALITY**
ZR miners numbers in SA go down

SALISBURY — The numbers of Zimbabwe-Rhodesian miners working on South African gold mines had dropped slightly in recent months to about 8,600, a spokesman for the recruiting organisation, Wemela, said.

"This is because the mines have got enough labour and are able to meet their demands," he said.

Only Zimbabwe-Rhodesian miners who had worked on South African gold mines before could now be recruited. When Wemela started recruiting in Zimbabwe-Rhodesia about four years ago, there had been a shortage of labour on the mines that this restriction did not apply.

Last year recruits from Zimbabwe-Rhodesia had earned more than R10 million on South African mines. Although earnings this year would not be quite as high there would not be a significant drop either. — Sapa
Explosives charge: top miner not guilty

An Inspector of Mines Inquiry has found the president of the Mineworkers Union, Mr P C C "Cor" de Jager not guilty of contravening mining regulations.

Mr de Jager was alleged to have allowed a black miner working under him to use explosives without supervision.

The investigating inspector of mines, Mr F J du Toit, said: "From the additional evidence of witnesses, it was clear he was not guilty."

He added that it was unlikely steps would be taken against the black miner. "If I do take steps, it will be a warning, not a fine — though, he learnt at the training school, not to work with explosives without supervision."

Earlier this month the inquiry was adjourned for a week after a local union representative objected to the presence of the Press.

The Press was present at the final session.
End of the militants?

July was not a happy month for the more militant mine trade unions. First, the SA Technical Officials' Association threw in the towel when it baulked at calling a strike ballot over its wage dispute with the Chamber of Mines. Now the Mine Workers' Union also seems headed for a loss of face.

The MWU's dispute with the Chamber of Mines over the lost benefits of miners who struck earlier this year has been deadlocked for well over a month. The union is due to announce a decision shortly on whether to call a strike ballot on the issue. Whichever way the decision goes, the MWU is likely to be the loser, however.

If a strike is not called, the MWU will have admitted defeat on the benefits dispute. It will have climbed down from its executive's in-principle decision earlier this year to hold a strike ballot if the dispute ended in deadlock.

But even if a ballot is held, the FM's sources argue that broad support for a strike among miners will not be forthcoming, if only because the union leadership has delayed too long to arouse much emotion on the issue. Some even believe that a strike could spell the end of the MWU.

So a period in which the mines saw a strike by Arrie Paulus's men and a work-to-rule by Henry Mallet-Veale's technical officials looks if it will end 2-0 to the Chamber. In both cases the Chamber achieved this by digging in its heels and simply refusing to talk until its terms were met and the stoppages ended. A far cry indeed from the days when some mining men complained that the Chamber was "soft" on the unions.

Unionists like Mallet-Veale charge that the Chamber has succeeded because it enticed his members away to less-militant rivals, which, he claims, it favours. The Chamber denies this.

Others charge the Chamber with deliberately forcing a confrontation with the two unions once work stoppages occurred, in order to make them eat humble pie: it refused to allow Paulus's men to return to work after a one-day strike without losing their benefits, and it rejected a call for arbitration from the technical officials. This too the Chamber denies.

But, willingly or unwillingly, the Chamber took the unions to the brink and forced them to pull in their horns. In the process it has shown that the image of a powerful white work-force ready to enforce its will by striking is something of a myth.

So the Chamber's tough stance has eliminated the risk of strike action in the industry for the foreseeable future. But will the mining bosses now use their strong position to step up black job advancement?

It seems not. The Chamber has repeatedly stressed that no job advancement will take place without negotiation with the unions — even if the mining houses can agree among themselves on a black advancement strategy.
"White miners stay safe"

THE Chamber of Mines' proposals to streamline the 11-shift fortnight on the gold mines "in no way" threatened the job security of white workers, the chamber said yesterday.

In a statement on the recent "rejection" of these proposals by the Mine Workers' Union, the chamber said the streamlining was aimed at regaining lost productivity.

Discussions between the chamber and the union had "foundered in the face of the refusal of the union to make any positive contribution to the solution of problems facing the industry."

The chamber had proposed changes in work practice, mainly to increase the legal responsibility of the black team leader, without jeopardising the position of white mine workers.

The chamber also guaranteed that no white mine worker would lose his job as a result of such a change.

The statement said: "The reduction from 12 to 11 working shifts in a fortnight has increased working costs and reduced the productivity of underground workers."

"An important reason for this has been the consistent refusal of the Mine Workers' Union to honour the clause of its agreement providing that a member of the union may volunteer, if he so wishes and management is agreeable, to work on his Saturday off at overtime rates."

"The MWU has instructed its members not to volunteer. It has now added the refusal to consider any rationalisation of working practice on the mines to help offset the high costs and lower productivity of the 11-shift fortnight," the statement said. — Supa.
Mine labour relations
‘on a collision course’

LABOUR relations in the mining industry were on a “collision course”, the Mine Surface Officials’ Association of South Africa warned yesterday.

In a statement, Mr R H “Robbie” Botha, general secretary of the association, called on Mr Dennis Etheredge, Chamber of Mines president, to “initiate discussions, however informal” that might serve as a first step to better understanding so urgently needed in the industry.

Mr Botha’s call for a joint labour and management effort to deal with poor labour relations follows an address by Mr Etheredge at the University of the Witwatersrand earlier this year in which he said South Africa needed a new relationship with white trade unions based on trust and understanding and a “determination to find solutions together”.

Mr Etheredge said there were “men of goodwill in both spheres” and that it was important they communicate more effectively to produce an environment in which the credibility gap could be eliminated and “sensible plans laid for the future”.

The association fully supported Mr Etheredge’s plea, Mr Botha said. It was essential that industry-wide consultations take place to find a “mutually agreed blueprint” for the future of labour relations on the mines.

A similar call had been made last year by Mr Arrie Paulus, general secretary of the Mine Workers’ Union, in which he said “We have never sat around a table and consciously discussed the problems and their implications.”

The bad habits that had been part of labour relations in the industry and had created distrust and even enmity could no longer be tolerated.

“We are convinced that all the unions involved in the industry will do their utmost to avoid this disastrous situation,” he said. — Sapa
MONDAY is “miracle day” at Wenela mining compound. No one EVER gets sick! 26/8/79

If you are not well on a Monday, the only conclusion management comes to is that you have “bibulas” (hangover) — and you won’t be allowed to see the mine doctor on the premises.

This is what I was told by clerks employed by Wenela this week. The clerks, who would not be named, claimed that there’s a doctor on the mine premises every day of the week. But, they say, their manager, a Mr Paesele, won’t allow them to see the doctor on Mondays.

They also claim that anyone who arrives at work a minute after starting time is locked outside — sometimes for up to three hours. Then they are made to work on Saturday to make it up.

“What is worse is that we are kept outside for a long time and then we are still made to come to work on Saturdays to make up for that time.”

Mr W A Cowa, personnel officer of the Employmet Bureau of Africa (Toba), which recruits staff for Wenela, confirmed that those who were not in the office by 8 am were locked outside until after the register had been checked. He said: “Checking the register is a matter of a few minutes and we would not lock anyone out for three hours. These people are just questioned on why they are late and if they have good reasons only when their excuses are unsatisfactory that they are condemned. It is the time by working on Saturdays.”

Mr Cowa also denied that the staff was refused permission to see the doctor on Mondays. He said everyone was free to see the doctor at any hour when the need arose.
MINING UNIONS

A touch of colour

A new trade union, which will cater for
coloured workers in the mines and related
sectors, has applied for government
registration, heralding a further step in
the competition among mine unions for
coloured members.

At the same time, the union behind this
move — the SA Boilermakers’ Society —
is considering organising an African
"parallel" union.

The new coloured union — the Fed-
erated Mining, Explosives and Chemical
Employees' Union — will cater for all
coloured mineworkers, according to
Boilermakers' general secretary Ike van
der Watt. It will thus be competing for
members with a coloured union set up by
another mine union, the Mine Surface
Officials' Association (MSOA).

Van der Watt ... seeking
a broader base

While Van der Watt acknowledges that
the new union will herald a stepped-up
coloured organising drive by his union, he
adds that the new union's chief purpose
will be to accommodate coloured workers
already enrolled by his union.

These mineworkers have been union
members for some years, he says, but the
vagaries of labour law have made it
impossible to gain registration for them.

Of late, mine employers have been
reluctant to deal with the union as a
spokesman for these workers because it is
not registered to represent them. Hence
the need for a new registered union.

MSOA general secretary Robbie Botha
says that competition between his union
and the new one may well be inevitable.
He adds that the Chamber of Mines has
told him that the "closest shop" that white
mining unions enjoy will not be extended
to the new coloured unions, thus opening
the way for unrestricted competition
between them.

Meanwhile, as the FM went to press,
the Boilermakers were due to decide
whether to give effect to their long-
standing policy that they should organise a
"parallel" union for Africans.

"Parallel" unions are unpopular among
the independent African unions, but Van
der Watt has argued that his union may be
forced to organise one because African
workers in the higher job grades in the
steel and engineering union are largely
unorganised, and the independent African
unions have been unwilling to organise
them.

African engineering unions say they
would reject any attempt by the Boiler-
makers to form a "parallel" union. "It
would be just another attempt to control
us," says uniomist Jane Hlongwane.

"They should co-operate with us instead
of competing. We hope they won't go
ahead," says Calvin Nkabinde, another
African unionist.

Both deny that they have refused to
organise workers in the higher grades
"We don't distinguish," says Hlongwane.

SOURCE: Financial Mail, August 31, 1979
DIE OORSPRONG EN DOEELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootlye gefinsier deur die Abe Bailey Trust wat ongevalde die testament van Sir Abe Bailey gestig is. Dit is geregistrer as The Abe Bailey Institute of Inter-Racial Studies Limited (Reperk deur Garansie) - n maatskappy beperk deur garansie en sonder n aandele-kapitaal. Kragtens die Maatskappywet 1973 (Wet Nr. 61 van 1973).
In the order of court, the court yesterday, 18th day of June, 19...
Miners turn away black job-seekers

The number of blacks applying for work on the mines continues to exceed by far the number of jobs available, says the Chamber of Mines in its monthly report.

About 449,000 black mineworkers are employed on gold, platinum and copper mines which are members of the chamber, and at this level underground labour requirements are 100% met. Surface occupations are overemployed by about 10%.

The chamber says that with few employment opportunities elsewhere, together with a more competitive employment package offered by the mining industry, conditions are causing an increasingly stable and more experienced workforce.

Many workers are now intent on extending their stay on the mines and are taking leave rather than being discharged. This has allowed the industry to slow down its recruitment rate.

With the increasing numbers of experienced black workers returning to the industry on a regular basis, the chamber's recruitment organisation, the Employment Bureau for Africa, has become more selective, with preference being given to applicants who are skilled and experienced.

The composition of the black work force is now about 24.1% from South Africa, 30% from Transkei and Bophuthatswana, 29% from Lesotho, Botswana and Swaziland, 16% from Malawi, Mozambique, Zim- babwe, Rhodesia, Zambia and Angola, and about 0.5% from South West Africa/Namibia.

The adoption by the US Labour Department of amendments to the Employee Retirement Security Act of 1974 (ERISA) which governs the affairs of major employer's pension fund plans is a potentially significant development for gold, says the chamber.

The amendments do not discourage ERISA-governed pension funds from investing in gold and other precious metals. This could mean funds will eventually consider placing positions in gold once the full import of the amendments and gold's contracyclical role in an investment portfolio are realised.

The chamber says ERISA collectively controls investments estimated to be worth $500,000 million.

Although it could be considered that gold's price volatility represents a risk element not normally regarded as acceptable for pension fund portfolios, gold's historic performance as a store of wealth indicates there are sound reasons for it to be added to any list of investment possibilities, says the chamber. — Reuters

Berzack final 14.5c

By ELIZABETH ROUSE

The well-managed Berzack Brothers group has achieved record year-end earnings and has raised the final dividend to 14.5c from 10c, lifting the total to 25c from 14.5c.

Taxed profit is up over 31% to R3,342,000 in the year to June last from 1978's R2,546,000, equal to 279.5c a share against 213.5c.

The pyramid company, Ber- zack Illman Investment Corporation (Bivec), had a 33.4% rise in profit to R1,729,000 from R1,315,000, equal to earnings of 49.4c against 37.3c.

Its final dividend is up at 2.15c from 2.15c, making the total 4.15c against 3.15c paid last year.

Both counters are sold holdings, but dividend yields are low. At 700c Berzack's yield is 2.5% and at 125c Bivec's is 3.3%. - Financiels
BLACK people are just like baboons.

That's what Mr Arrie Paulus, leader of the powerful, all-white Mine-workers' Union told one of the world's biggest newspapers, The New York Times, last week.

And when POST phoned him to ask about his wild beliefs he said: "If I don't believe that, I wouldn't have said it."

The New York Times story — by associate editor Tom Wicker — quotes Mr Paulus as saying: "You have to know a black. He wants someone to be his boss. They can't think quickly... You can take a baboon and learn (sic) him to play a tune on a piano... It's impossible for himself (sic) to use his own mind to go on to the next step... Here it's exactly the same.

The Times continued "But Mr Paulus' reason for opposing equal pay for equal work, one of the Sullivan Principles, is not based on his opinion of black capabilities. Rather, he said, the bosses would surely take advantage of such a scheme to raise black wages only slightly while bringing white wages down substantially to the common level."

Mr Paulus is leader of the union that has completely rejected the Wuchhan Commission's recommendations.

In March the union went on strike rather than see two black workers promoted to jobs that were previously held by white workers.

...and here's what black leaders say to him:

**Shut your mouth!**

By JOE THLOLOE

That's who white union boss Arrie Paulus said... twice!
Three hundred black miners at the Balmoral gold mine in Germiston face dismissal today unless they return to work.

Officials are worried at the prospect of the first strike in nearly half a century spreading to the two other mines in the group. The miners are striking for higher wages.

Mine officials presented the strikers with an ultimatum: return to work or have your contracts cancelled.

Security policemen and officials from the mine and the Department of Co-operation and Development are agreed that the strike is illegal.

Earlier today an official from the Department of Co-operation and Development spent nearly an hour discussing the dispute with the miners. Negotiations reached a stalemate as miners were adamant in their call for higher wages.

Officials called on the strikers to nominate leaders to discuss the problem while the others returned to work.

The miners refused. Riot police are on stand-by.

Balmoral is a producer of gold — but on a small scale. It is a privately owned mine and is not a member of the Chamber of Mines.

A group of the 300 striking mineworkers at the Balmoral Mine in Germiston. They are looking for an almost 100 percent increase in salary, but have been threatened with dismissal.
Baboons Insult! A Report on an Incident in the Soowo Colony, Montana.

Mr. Poulos, leader of the all-white Poulos Workers Union, is to lay charges against Mr. Arthur Kite, chairman of the Soowo Colony.

The charge relates to statements made by Mr. Poulos that "blocks" were paid to workers to sign the union.

The Poulos Workers Union has denied the charges.

The report was published in the Montana Post yesterday.

The charge was upheld by the Divisional Commissioner.
DR MOTANGA TOLD:

a statement

to submit

Can't charge Arrie in Soweto
POST can go and...

Paulus defiant

SECRETARY of the Mine-workers Union Arrie Paulus, who this week described blacks as baboons, bounced back into the storm yesterday by heaping further insults.

The latest round of insults from Arrie come in the wake of rising anger among blacks and some Afrikaans newspapers over his remarks.

In an interview with the Nationalist afternoon newspaper, Die Vaderland, the defiant - and unrepentant - Paulus said that "Die Vaderland, POST, Moltana and all the kaffirs can go and..."

There have been calls by this paper and other leaders to have Paulus brought before the courts for causing tensions among the country's races.

Chairman of the Soweto Committee of Ten Dr Nthato Moltana this week laid formal charges against the "stormy trade unionist.

He was advised by police to formulate the charges and these would be sent to the police in the area where Paulus made his remarks and then be sent to the Attorney-General for his decision.

Two Johannesburg-based Nationalist newspapers Die Beeld and Die Vaderland, took Paulus to task in their editorial comments.

Die Vaderland reported yesterday that when the paper's reporters asked Mr Paulus for his comment on charges by blacks that he is fermenting race hatred in South Africa with his remarks, he allegedly told the reporter that "Die Vaderland, POST, Moltana and all the kaffirs can go and..."

Dr Moltana said: "It looks as if Mr Paulus is compounding a felony I shall indeed go ahead with my action against him."

Mr Logan Mathabathe, former principal of Marais Isaacson High School said: "What is worth commenting on such a clot? He must be taken to court and charged."

"If he can't be charged he must be forgotten as an undesirable element in the society not worthy to be followed up. It is a great pity that there should be people who believe in him."

Feelings

Mr Mathabathe urged white miners to kick Paulus out as their leader if they had humane feelings about blacks. He said they could not afford to have a man of his calibre as a leader.

"Paulus must be brought to Soweto to live a little while with the people so he can turn and be a human being. But the sooner we forget about him the better for all," he said.

Mr Fanyana Mzimako said: "It's such a waste of time to comment on such things. It makes one dependent to expect an amicable solution to the problems of this country when there are people like Paulus around. On the other hand, it is unbelievable that a man who said such things lives in this century."

Brigadier Jan Visser, head of the Public Relations office in the police, yesterday said investigations into the Paulus affair were being conducted.

He said this after asked what the Commissioner of Police, General Dirk Goldenhuys, was going to do on calls that Paulus be charged.

Brigadier Visser said the docket would be presented to the Attorney-General after investigations had been completed for his decision.
When they put up a white housing scheme, they start off by laying out sewerage, streets, electric wirings, schools and make provision for clinics and recreational facilities. But when they plan a housing scheme for you, they put up the houses before all the other amenities. This is only their way of showing the difference between you and the whites. This does not mean you are inferior. Accept it as racism in practice. But continue to walk tall and be proud. You have dignity. That they cannot take away from you. It comes from God. So be proud.

**Thought for today**

**Why let Arrie get away with it?**

FOR the third day after this newspaper revealed that the president of the Mineworkers' Union, Mr Arrie Paulus, says blacks are like baboons, there has been no reaction at all from the South African Government.

For some time now, we have had it from impeccable Government sources that the government is not going to stand by while certain individuals cause polarization between the races in this country.

Our memories around here are still vivid with the banning of The World and Weekend World. The reason for the discriminatory and totally unjustified action was, according to Government leaders, that the two publications were causing precisely that problem.

What we said at that time was precisely what the present Prime Minister was saying to the white electorate — adapt or die.

I cannot give you the precise quotation now without bringing upon myself and this newspaper the full venom of the Government in quoting a banned publication.

But, believe me it was precisely what the Prime Minister is now saying.

Now Paulus has gone too far. He has insulted black people in this country in the way they have never been insulted before. There is still no reaction from the Government. Why?

Is it that whites have a licence to strain race relations with impunity? Is it the fact that we as blacks have no citizenship rights in this country and must therefore swallow insults from our masters without as much as a hiss?

I can say here and now that if the sentiments expressed by old Paulus were expressed by a black man, he would have had cordial discussions on the tenth floor of a building that will for the moment remain unnamed.

Mr Paulus has been at his game for some time now. His views and actions in the Mine Workers Union have not charmed anybody of my colour.

The question that pops up in many of our people's minds is: Is the Government scared of this man? Are the rightwingers in the support of the Government such holy cows? How long do they think that we will tolerate our personality and human dignity being assaulted in this manner by the likes of Paulus?

Not for very long. They'd better believe that. There comes a time in the history of any people when they have to say: So far and no further.
Anger mounts on baboon slur

Scores of people yesterday phoned POST demanding to know Mr Arrie Paulus' home address as anger mounted at his blacks-are-baboons insult.

A National Party candidate for the Rustenburg bye-election, Dr M H Veldman, has joined the clamour for Mr Paulus' prosecution.

The Trade Union Council of South Africa (Tusca) decided to send a telegram to the Minister of Justice, Mr Alwyn Schlebusch, asking him to investigate the remarks, and if necessary, to institute legal action.

Mr David Curry, chairman of the Labour Party in the Coloured Representative Council, said Mr Paulus should be prosecuted under the Terrorism Act.

The angry reactions followed remarks made by Mr Paulus to the New York Times in June and "kaffir" insults in Dr Vanderland this week.

When POST asked Mr Paulus about his blacks-are-like-baboons remarks, he told us: "I wouldn't have said that if I do not believe it."

Dr Nthato Motlanza, chairman of the Soweto Committee of Ten, was the first to react by going to the Protea Police Station to lay a charge against Mr Paulus.

The police are still investigating.

Dr Veldman yesterday phoned POST and told us that he supports the demand that Mr Paulus be charged.

"The remarks he made are inhuman," Dr Veldman said.

The Coloured Representative Council unanimously passed a motion proposed by Mr P T Sanders of the Freedom Party, expressing the council's "deep concern and dissatisfaction" at the reported statement.

The motion requests the Government to give the matter urgent attention, to consider prosecuting Mr Paulus, and to keep the council informed of developments.

Mr Curry had told the council: "This is incitement. There is nothing we resent more than these labels."

"OWES LIFE"

At the Tusca conference in Cape Town, Miss Dulcie Hartwell, a veteran labour leader said: "Many a white miner owes his life to some of these so-called baboons."

An excited Mrs Lucy Mvubelo, Tusca's black deputy vice-president, said she shudders to think what racial hatred Mr Paulus was planning for this country.

It made her think of the 1976 riots.

Lone widow (78) knifed to death

By Pat Seboko

An old Soweto widow was stabbed to death after her hands were tied to her back and a plastic bag put over her head on Wednesday afternoon.

Mrs Elizabeth "Lizzie" Seema, 79, of 2212 Rockville, was attacked at her home by an unknown man at about 11 p.m.

Mrs Seema, whose husband died six weeks ago, was alone at the house when she was attacked.

The stab wounds of the deceased woman were the result of the attack.

When she was found dead, the police said police were investigating.

Mrs Lucy Mvubelo ... "I shudder."
Iscor. It accuses both of trying to supplant white workers with blacks.

The MWU's attack on the Chamber is a further blast in its campaign for a shorter working week, and follows the union's decision to break off negotiations with the Chamber on the 11-shift fortnight experiment, which is now in operation. The latest issue of the union journal The Mineworker publishes for the first time the Chamber's proposals to the union in the recent negotiations.

They do not advocate promoting black workers to higher jobs. But they do suggest changes in work practices which MWU general secretary Arrie Paulus interprets as an attempt "to drastically cut back some categories of white workers".

The Chamber suggested that the working of the 11-shift fortnight could be improved by extending the industry's 1976 agreement, which allowed blacks a greater role in charging up operations, to stopping, doubling the number of contracts of night-shift cleaners (white union members) are allowed to take charge of, and increasing the amount of work union members and black workers may do on Saturdays, when some union men are not working due to the 11-shift fortnight.

The Chamber would also like the changes in work practices agreed between the parties to be enshrined in the Mines and Works Act, instead of being permitted by exemption only as at present Paulus rejects this, arguing that "exemptions can be withdrawn, but once changes are in the law they are there to stay".

More concessions

He also rejects proposals allowing black miners greater responsibility, because he believes this will open the way for demands for further concessions. And the proposal to double the permitted contracts of night-shift cleaners are an attempt, he says, to halve the white workforce in these jobs. "They say they won't fire anybody because of the changes but they can still refuse to replace people who leave".

Paulus says the mines "were not offering anything in return for concessions." Indeed, the Chamber wanted the 11-shift fortnight extended for three years, thus shutting down any possibility of a union demand for a full five-day week. But Paulus says he is going back to the Chamber "soon" to ask for a full five-day week.

The union's attack on Iscor follows the "leaking to the MWU" of an internal Iscor document arguing that job advancement in Iscor works would have the "advantage" that blacks would not have to be paid the same minimum wage as whites.

Iscor is presently negotiating with unions at its works to allow black job advancement on the same lines as those set out in the steel industry's industrial agreement.

The document's author, Iscor personnel manager J H Scheepers, has insisted that the corporation is not looking for cheap labour. He argues that Iscor spends more on the housing of black workers than it does on whites - "they have to be fed properly, otherwise they would not work properly" - and that it could thus pay blacks a smaller cash wage than whites while still spending the same amount per worker.

Iscor employs contract labour from the homelands, and these workers are housed in Iscor-owned compounds and fed by the company. "Whites pay up to R80 a month for Iscor housing, blacks only pay R8," claims Scheepers. (Although the whites, presumably, don't live in compounds.) He adds that blacks have free medical and service whereas whites must contribute. "If we didn't do this they would never come to work." He thus claims that Iscor would be paying more for black labour than for whites if it paid both groups the same cash wage.
Letters to the Editor

Follow a new spirit

SIR — Through the medium of our paper, I wish to comment on Mr Arrie Paulus’s ridiculous remarks, which appeared on September 10, 1979.

This poorly misinformed chief of white racism said blacks were like baboons. The damaging statement was made and published in the New York Times, whilst the leader of the white Mine Workers Union was overseas. When queried by POST he said: “If I do not believe that, I wouldn’t have said that.” Well, that is a nasty belief for him.

Unfortunately, Mr Arrie Paulus only showed us that he is selfish, uncouth, ignorant and rather naive. My belief is, if Mr Paulus were not so convinced with propaganda since birth, he would have been better advised than to call us baboons.

It is true that a habit does hard. For your information, Messer, you will only win lunatics as your friends.

Blacks as they are, will never be fooled or discouraged by your aimless talk about them. You are a shame and disgrace to your already panic-stricken people.

People who entertain beliefs like yours have always caused unnecessary racial hatred. You are a bad produce of a venereal society.

It is a pity that you say all this rubbish within the protection of your laws. To say we want some people to be our “bomers”, Mr Paulus you are not saying the truth.

Blacks can stand on their own only if you do not believe that they are baboons.

This shows that you are not better than sheep or goats that lead a blind life without knowing. If Mr Paulus, you are a thorough embarrassment even to your children.

Follow your people’s new spirit and stop wishing for the impossible. The kind of remarks you make shows that you still belong to the ancient era. What I fear is that your way of defaming blacks will lead to further strained relations between us and your people. You follow Mr. Bele’s “divide and rule” policy, you will find yourself facing more problems.

We need courteous whites, not cowards like you. Whether you like it or not, Mr Paulus the truth will win. The truth in this case is, “Change is coming.”

What I cannot say is whether it will be peaceful or violent. But I must assure you that I do not con-
derseem violence.

Yours is to accept that you can no longer thwart us anymore. So tell your family and friends that you are living on a fool’s paradise.

Stop calling us names as if we were a bloodless thing. We are also created in the image of the Almighty.

Stop deceiving yourself, for you are also an instig-
ator of trouble to us. We are brave and some-
badies. Shut your big mouth.

MWEAKHE MOSIES D’AZANA,
Katlehong.

God’s children and proud of it

SIR — I beg you to publish my letter. Arrie Paulus, the supporter of the “evil system” said blatant rubbish, by calling our people baboons.

He has displayed his diabolical mind to the world. He will never survive if he continues like this. He is liable to God for severe punishment.

We are God’s children and proud of what we are. Blacks will be promoted by God to a higher level even if the en-
ymy, rival and antaga-
nonts strive against us.

ARRIE’S VIEWS ARE WILD AND SILLY

SIR — I know me to put the record straight with Arrie Paulus. The fact that Arrie represents the all-white Mine Workers Union shows that he has no room for blacks.

He makes me sick at heart with his recent outburst made to the New York Times. Can he make us un-
derstand the exclusion of our brothers in his union? You see, we blacks know of many whites who do not like

LET PAULUS WORK WITH BABOONS AND THEN SEE FOR HIMSELF

SIR — A black man is trying by all means to improve South Africa. But still Mr Paulus is calling us baboons.

I am asking for all the black prime ministers to employ all those blacks working with Mr Paulus Thereafter, Paulus must employ ba-
oboons to work with him, as blacks and baboons. If these baboons can work like the blacks, then I will support what he says.

TONY ZWEWILE CHILLY,
SIR, — If the Government does not charge Mr A Paulus on his remarks that "blacks are just like baboons" then we must conclude that the General Laws Amendment Act No 94 of 1974 was vaguely passed.

Brigadier Carel Coetzee, CID chief of Soweto, must just bear fact in mind that he is also going to be charged under that Act, following his remarks (insult) that "blacks are by nature violent, more particularly when they are drunk".

In SUNDAY POST dated August 6, 1979, Commandant J J du Preez said majority rule is inappropriate in South Africa because some black South Africans are not people.

Mr du Preez must be the third victim of that Act No 94 of 1974. Had it been said by one of our blacks directed at whites what would happen?

LAZARUS MOKOENA
Tembisa.

POST is super

SIR, — Please allow me to congratulate you and whoever writes the "Thought for Today" column. It is thought provoking and makes POST super.

It makes us refuse to be harassed and discriminated against.

"Thought for Today" is fabulous, the most fantastic column in any newspaper this side of the equator.

Like Gibson Kente puts it, "Chin Up". Walk tall, smile and be proud for you are God's child. Do not let any man or force get you down. Do not forget, you are black, you are beautiful and strong.

Black is strong, be proud.

DONDO LEBAKE NG
Atteridgeville.
Mining firms rapped on low pay for blacks

By Peter de Vos

Soweto was not a monument to the folly of apartheid, but a monument to the private sector's greed for labour, Dr Wim de Villiers, chairman of General Mining, said today.

Speaking at the Federated Chamber of Industries conference, Dr de Villiers attacked the private sector for its "self-satisfied, holier-than-thou" cocomo, isolating itself from reality.

It had little cause for pride in its history of wage levels, he said. It had been effective in using all the arguments of supply and demand and the free market economy, while blaming apartheid.

"We fail to recognize that we have a grave basic problem in the economy — that of an acceptable small leader group of entrepreneurs, managers and professional people who have the responsibility of creating job opportunities for a vast reservoir of unskilled and semi-skilled labour.

"The leader group must not only be expanded, but must be put to work where the need is greatest." 

"The private sector must use its expertise, knowhow and other resources to the advantage of all South Africa's people.

"He said R1.73-billion had flowed out of the country in the past two years through the private sector.

"Are we again going to blame someone else, such as lack of foreign confidence?" Dr de Villiers asked.

UNREALISTIC

The private sector must create job opportunities for 300,000 people every year. Labour-intensive industries must be established, particularly in the traditional economies.

"But in doing so, we obviously cannot price ourselves out of the market by paying unrealistic wages for unskilled labour," he said.

The private sector must help to identify the generators of growth in under-developed areas and help to develop these as quickly as possible.

South Africa should rather be an exporter to its neighbours of durable consumer goods, intermediate goods and capital goods, requiring higher technological content, and import from them agricultural raw materials and minerals on which certain processed consumer goods.

With the lower wage rates in the black states, South African undertakings would benefit by establishing labour-intensive factories there, gaining access to the rest of Africa.
Paulius: cops can act

THE MINISTER of Police, Mr. Jacobine, said yesterday that the public should remain calm and not take action without permission of the police. He also emphasized the importance of cooperation between the community and the police.

By Thami Mazwi.
The prospect of a black mining union, possibly outnumbering the combined membership of white mining unions, has been raised by the extension of trade union rights to migrant workers.

Now only foreigners from countries which never belonged to South Africa remain excluded from trade union rights. This means that more than half of the 476,000 blacks on coal, gold and platinum mines (nearly 53 percent) have trade union rights.

The discriminatory provisions of the Mines and Works Act have no bearing on trade union rights.

Therefore there is nothing to prevent the formation of a black mining union if it should arise. This is a matter of serious concern to the white Mineworkers' Union (MWU) which last October staged a full-scale strike against all black unions and disrupting much of the mining industry by its illegal strike on job reservation in March.

An investigation by the MWU has revealed that its own members are outnumbered by about 41 to one at a South African mine by black miners who are eligible for trade union rights.

The investigation showed that 8,216 (63 percent) of the 13,000 black labourers at the mine are actually entitled to those rights.

"At the same time the MWU has 200 members and altogether there are about 4,000 whose earnings are living on the mine", writes MWU leader H. J. Anne. Paulus in the latest edition of his newspaper.

"What hope have the white unions and associations to measure up to a black union which will have in the vicinity of 8,000 members on an average mine?"

Even if only a quarter of the blacks formed a union, the employers would have to accede to any demand in the union to share white facilities, Mr. Paulus argued.

The alternative would be a paralyzing strike.

He attributed the National Party's "poor showing" in the Rustenburg by-election to concern about this kind of development.

Mr. Johann Liebenberg, industrial relations officer of the Chamber of Mines, commented:

"The industry has developed the matter of black trade unionism in very general terms with some of the existing restricted unions.

"But we have had no approach regarding the formation of black trade unions and are waiting to see how matters develop."

Indeed, there has been no news of any attempt to organize black miners from within South Africa in recent years.

The reason is generally seen as lying in the difficulties which migrant labour poses to those who want to organize a union of migrant workers.

Short terms of service mean a continuously changing membership and entail administrative problems.

Nevertheless, strong black trade union membership existed in the mining industry many years ago.

And the trend towards longer terms of service among mining migrants, combined with shorter shifts between terms of service and the growing importance of the re-employment guarantee certificate, is creating a more stable black labour force on the mines.

As the mining industry shifts its efforts to stabilize its black labour force, the prospects of black trade unionism in the industry will improve.
Miners to phase out black bar

THE 12,000-strong white Underground Officials Association has agreed to phase out the mining industry’s only job reservation determination — provided it is allowed to enrol members of all races.

The determination excludes blacks from the work of ventilation, sampling and surveying officials, except for certain tasks for which exemptions are required from the Government.

Mr R J Coertze, the association’s general secretary, stressed that the concession was subject to certain conditions.

A major condition was that the Association should be permitted to enrol any person who is employed in the occupations covered by the determination.

Another condition is a commitment from all employers that none of the Association’s present white members would be placed at a disadvantage (vis-a-vis blacks).

Immediately after the decision was taken, the association’s top leaders were re-elected with big majorities, Mr Coertze said.

The association’s announcement followed a statement from the Minister of Manpower Utilisation, Mr Panie Botha, that he was seeking to phase out the remaining five job reservation determinations.

The Mines and Works Act — which debars blacks from holding blasting tickets — is still under review by the Wiehahn Commission.

Leaders of the Mineworkers’ Union — which was responsible for the determination and which opposed black appointments to the jobs concerned — could not be reached for comment — Sapa.
Deadlock reached in mine pay dispute

By RIAAN DE VILLIERS
Labour Correspondent

DEADLOCK was reached yesterday in the pay dispute between the SA Technical Officials' Association and the Chamber of Mines—opening the door to a strike ballot by the association.

The chamber announced in a statement that a conciliation board meeting had failed to resolve the dispute, which arose earlier this year when the association refused to accept a 10% increase in minimum starting rates offered to all three officials' associations on gold and coal mines.

The increase was accepted by the other two associations.

The deadlock is the latest development in a drawn-out struggle which has included a "go-slow" campaign by the association, fought with court orders by gold mines in the Orange Free State and the Transvaal.

The association has only 2,100 members on gold and coal mines— but as hoist drivers and reduction workers they are strategically placed in the mining industry.

Gold price drives towards...
looks right in line with market. So when John Orr moves out in January, it will be able to look back on a job well done. From then on, it's between Edgars and the MPF.

It is impossible to assess the long-term pros and cons without escalation rates — which Edgars is traditionally reluctant to reveal. The fact that the lease is a long one (25 years) makes the rate even more important, and the FM understands that Edgars is paying a small premium — probably about 0.5%.

But there's more to it than that because Edgars will become sub-landlord in its own right over at least some of the properties. The Durban store, for example, consists of 7 500 m² which is too much to handle and some of the space will remain on lease to outside tenants. This will lessen the interest burden, which kicks off at between R800 000 and R800 000 a year.

The parties have negotiated the deal as a single package. Agent Geoff Chait says terms were negotiated "backwards" with Edgars first to show its hand by offering a rental figure. Agreement was then reached with the MPF and the selling price hit the spot with John Orr. So the end result has been smiles all round.

But it is still not the end of the pruning for Orr Chairman Nick Labuschagne confirms to the FM speculation that it is getting out of the Rosebank Mall and he hopes. Eastgate as well. The 1 000 m² Mall shop is expected to be taken by furniture specialists Grus Bros (of Lounge Suite fame) who will probably be trading under a new name.

And that's more than acceptable to Mail GM Geoff Earnshaw, who sees the additional comparative furniture shopping in the centre as a welcome plus for the tenant mix.

Eastgate negotiations

The Eastgate negotiations are not as far advanced. Edgars is already well-represented and is unlikely to be a candidate. Other department stores are likely to be scared off by the available space — too small for a full-line operation and too large for something more exclusive. It is one of the reasons why John Orr hasn't made a go of it.

If Eastgate is also dropped, it will bring the number of outlets down to seven, and all of them, save Labuschagne, can be expected to contribute now that the La Lacta store looks like turning the corner.

The successful Milady's and Hub operations aren't being touched, he says, and future results should reflect the "cutting out of the cancer ."

Surprisingly, though, he doesn't see John Orr itself going downmarket to compete directly with the supermarkets.

Insolvency: and

(b) in the case of meetings of members or contributories, in the manner prescribed by regulation.

413. Meetings to ascertain wishes of creditors and others:—The Court is authorized, in relation to a winding-up, to have regard to members or contributories —

(a) the value of the respective creditors' claims and various members or contributories of the company or articles shall also be taken into consideration;

(b) the Court may, if it thinks fit, for the purpose of ascertaining the wishes of such creditors, members or contributories direct meetings of the creditors, members or contributories to be called, held and conducted in such manner as it directs, and may appoint a person to act as chairman of any such meeting and to report the result thereof to the Court.

414. Duty of directors and officers to attend meetings.—(1) In any winding-up of a company unable to pay its debts, every director and officer of the company shall —

(a) attend the first and second meetings of creditors of the company, including any such meeting which is adjourned, unless the Master or the officer presiding or to preside at any such meeting has, after consultation with the liquidator, authorized him in writing to absent himself from that meeting;

(b) attend any subsequent meeting or adjourned meeting of creditors of the company which the liquidator has in writing required him to attend.

(Issue No. 7) 785


NOTICL 931 OF 1979

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4(2) of the abovementioned Act, give notice that an application for registration as a trade union has been received from the Mine Coloured Staff Association of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Labora Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

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<td><strong>Name of trade union</strong></td>
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<td><strong>Date on which application was lodged</strong></td>
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Interests and area in respect of which application is made—Coloured persons who are employees for purposes of the Act and are employed in a clerical, metallurgical, engineering, hospital and general administrative capacity in the gold mining undertaking in the Magaliesberg District of Johannesburg.

Postal address of applicant—P.O. Box 6849, Johannesburg 2000

Office address of applicant—41 Beecroft Street, Braamfontein, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1(2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

J N HITCHCOCK, Industrial Registrar

(30 November 1979)
When the Stilfontein Gold Mines near Klerksdorp in the Western Transvaal took on women a few years ago the move might have been merely to give the women "something to do". Today the mine has 64 women who are just as efficient as their male counterparts and who of course add the lustre that is so often lacking in a male chauvinist world. MATHILDA MASIPA reports.

"It is the wives and daughters of these miners who were first to get jobs when we had vacancies," said Mr J P van der Heever, the labour manager whose mine was one of the first to employ women. He said although the aim was to give families of miners something to do he made sure that only the right applicants were employed.

"We took people with the right kind of education and we trained them for a while to put them on par with the male personnel," he said.

Those looking for vacancies but with no skills were given jobs as gardeners, tea makers, cleaners and cooks. "And we have found that the women are just as efficient or sometimes even better than the men in certain jobs," Mr Van der Heever said.

But the many women who man the mine offices have nothing masculine about them. The ladies sitting behind the video machines are as feminine as they are efficient. And although the woman filling contract forms may not necessarily play mother or big sister to the not-so-confident recruits, her presence certainly creates a warm atmosphere. Where her male counterpart might scowl she readily gives a reassuring smile.

Lydia Marumile trainee, concentrates at Rasekopane showing her how to operate the machine for making identity cards for miners.

But working in the mine requires a lot more than just a beautiful smile. It means patience and tact. Emma Korope and Deliwe Mboweni both in their early twenties belong to a team which works in the training section where miners are tested, trained and have jobs allocated to them.

Among other things the teams' responsibility is to administer aptitude tests to miners - a task which immediately places them in a senior position where they give instructions and explain procedures.

"A lot of tact is required since most men are not used to being told what to do by a woman," said Deliwe. But difficulties or not, Deliwe enjoys her work and wouldn't change places with anyone.

Pictures by
Bongani Mnguni
Mine pay better even though many are jobless.

By Sieg-Hannig, Labour Reporter

The South African mining industry is paying its black workers "competitive" wages even though unemployed men are overrunning its recruitment offices.

"We are pleased to report that the cash income of black mineworkers now averages R183 a month," says Mr Tony Fleischer, general manager of The Employment Bureau of Africa (Toba).

This puts the average black mineworker well ahead of the Household Subsistence Level (HSL), since that he enjoys food, accommodation and other benefits worth more than R100 a month. free.

The, HSL for a black family of six in Johannesburg was R172.56 in October.

The current starting wage for novices is R20.04 a week (R53.17 a month) underground and R18.00 a week (R60.00 a month) on surface.

Mr Fleischer agreed that continued improvements in wages, together with unemployment throughout South Africa, was helping to stabilize black labour.

About 95 percent of the 435,000 black workers currently employed had obtained their jobs through re-employment guarantees. On some mines two out of 10 workers had kept their jobs with the help of these guarantees which restricted breaks of service to six months or less. In addition, black workers were staying on for longer terms of duty. The average stay now was almost one year compared with eight months about two years ago.

Furthermore, increasing stabilisation of labour had largely eliminated the seasonal-dip in the labour force, over Christmas. Mr Fleischer said.

Directors, their Powers and Certain Acts

If directors to issue share capital — (1) Notwithstanding any be in the form of a general authority to the directors, internal, to allot or issue any shares in their discretion, or y in respect of any particular allotment or issue of shares.

Given in the form of a general authority to the directors, next annual general meeting of the company, it may general meeting of the company prior to such annual meeting of the company, who knowingly takes part in the allotment or issue of shares and debentures to directors.— (1) No provision in any resolution of a company authorising the directors debentures convertible into shares of the company at the authorize the allotment or issue of any such shares or company or his nominee, or to any body corporate which is customary to act in accordance with the directions or nomination, or at a general meeting of which such director takes part in the exercise of one-fifth or more of the any of such body corporate unless —

Furthermore, increasing stabilisation of labour had largely eliminated the seasonal-dip in the labour force, over Christmas. Mr Fleischer said.
Massive diamond haul

Crime Reporter

POLICE and mine security officials this week seized diamonds worth about R1-million and arrested eight Ovambo mine workers for allegedly stealing them from the Oranjemund mine in South West Africa.

Brigadier J Erasmus, head of the South African Gold and Diamond Squad, said the 1008 diamonds seized weighed 887 carats. The men were arrested on Thursday after a two-day investigation.

Police investigations are continuing.

Two other men were also arrested in Johannesburg by Gold and Diamond Squad detectives on Thursday for allegedly dealing in uncut diamonds worth R15 749.

One of the men was a businessman from Honey Hills, Florida. The other was Kimberley.
By PATRICK LAURENCE

EXPLOSIVES of South African origin were used by insurgents seeking to topple the Lesotho Government, the Prime Minister of Lesotho, Chief Leabua Jonathan, said at a rally in the troubled Buthe Buthe region at the weekend.

At about the same time the South African Foreign Minister, Mr Pik Botha, issued a statement rejecting the Lesotho Government allegations as a "mischievous and contemptible" attempt to blame South Africa for its problems.

As the number of Basotho seeking sanctuary in South Africa continued to rise last weekend, Mr P Vitalle, a spokesman for the refugees at the tent camp near Bethlehem in the Free State, charged that Lesotho police were systematically shooting supporters of the Opposition Basotho Congress Party (BCP).

"In his speech at Buthe Buthe, Chief Jonathan invited anyone who wished to verify the origin of the explosives used by Basotho insurgents to contact the Lesotho Foreign Ministry He challenged the South African Government to deny his allegations.

Contacted last night, Mr Botha said, "Basotho work in South African mines. Chief Jonathan knows that very well. I have no further comment to make."

In his statement released at the weekend, Botha disclosed that he had instructed South Africa's representative at the United Nations to request and for the Basotho refugees from the UN High Commissioner for Refugees.

The number and nature of refugees - there were about 400 yesterday, most of whom were women and children - made a mockery of Lesotho's accusations that they were "terrorists" operating from South African bases, Mr Botha added.

"Chief Jonathan told the rally in Buthe Buthe that he knew of several occasions on which exiled BCP leaders, Mr Ntsu Mokhele, had visited John Vorster Square to discuss plans to attack the Lesotho Government, with the South African Police.

South Africa's Security Police chief, Brigadier Johan Coetzee, rejected the allegation as "absolutely untrue."

He added, "Ntsu Mokhele is a prohibited immigrant. The moment he sets foot in South Africa he will be arrested and detained."

The most the Lesotho Government could say about the SAP, the brigadier continued, was that they had not intercepted every Basotho insurgent who, after being trained in guerrilla warfare in African countries, had to pass through South Africa to Lesotho. In an exclusive statement to the Rand Daily Mail, exiled leaders of the BCP said members of the Lesotho Liberation Army had been arrested by the SAP and "handed over" to the Lesotho Government - not assisted by them.

Brigadier Coetzee declined to comment on that particular charge.

But, he said, when the SAP intercepted Basotho rebels who had been trained militarily, they were naturally anxiously to interrogate them, particularly as they had been trained in conjunction with members of the banned Pan-Africanist Congress of South Africa.

When interrogation was completed the SAP might release the rebels to Lesotho immigration authorities, Brigadier Coetzee said.
Gold unions plan to strike

Squeezed by COLA, rises and boosted by the healthy gold price, mining trade unions have begun a nationwide boycott of miners. The main reason is to demand a fairer share of the profits generated by the industry.

The squeeze is being felt by all workers in the mining industry, with the demand for fairer pay and conditions. The unions are pressing for a significant increase in wages and benefits, as well as improvements in safety and working conditions.

Strikes have been called across the country, with miners in various regions joining the protest. The unions are hoping to negotiate a settlement that will improve the lives of miners and their families.

The mining industry has responded with a counter-attack, arguing that higher wages would lead to increased costs and job losses. The industry also argues that the squeeze on profits is a result of global economic conditions.

The situation is complex, and negotiations are ongoing. The unions are determined to fight for fairer pay and conditions, and the mining industry is equally determined to maintain its profits. The outcome of this conflict will have far-reaching implications for the mining industry and the South African economy.

Source: Mineworker's Journal
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**Unions wary of mining seminar**

By STEVEN FRIEDMAN

Labour Reporter

The Union of South Africa's Trade Unions is attending a seminar on the black-economy development in the mines yesterday, and the unions have agreed to a meeting of the black mining. The seminar, which is being attended by the unions, is an attempt to deal with the black-economy development in the mines. The unions have agreed to attend the seminar, which is being attended by the unions, to deal with the black-economy development in the mines.
Lesotho claims BCP and SA collusion

By PATRICK LAURENCE
THE EXECUTIVE Secretary of Lesotho's governing Basutoland National Party (BNP), Mr Desmond Sixshe, yesterday denied that insurgents of the opposition Basutoland Congress Party (BCP) had ever been hand-over to the Lesotho Government by South Africa.

Mr Sixshe dismissed the claim by the exiled BCP leadership, saying it was an attempt to divert attention from their collusion with South Africa.

In an exclusive statement to the Rand Daily Mail, the exiled BCP leaders said:

"We wish to state that out of (Lesotho Prime Minister) Leabua Jonathan's 15 unarmen Basotho men who were arrested by the South African Government on their way to Lesotho and handed to Leabua Jonathan's officials".

South Africa's Security Police chief, Brigadier Johan Coetzee, declined to comment on the alleged incident. But, he said, where the SAP intercepted insurgents of the BCP military wing, the Lesotho Liberation Army, they might release them to the Lesotho immigration authorities after interrogation.

Mr Sixshe said the SAP could either hand insurgents over to the Lesotho police or give them political asylum. "To release them to immigration authorities it is a non-viable option it doesn't make sense."

He said that in terms of a "pact" signed between South Africa and Lesotho, South Africa was inhibited from handing over insurgents and failure to do so "proved" Pretoria was in cahoots with the BCP.

Mr Sixshe, who accused the Rand Daily Mail of unveiling a "web of pre-BCP propaganda" said, "Collusion between South Africa and BCP" provided the exiled Mr Ntsi Mokhale and his lieutenants with "transit facilities" through South Africa to Lesotho.

As BCP insurgents had trained together with the members of the banned Pan-Africanist Congress (PAC) of South Africa, this enabled the SAP to learn at first-hand about the activities of PAC. "That's why PAC is in such disarray today," he said.

He then referred to a report in the Rand Daily Mail yesterday. An Anglo-American research team sent to Basotho miners in SA were hostile to Chief Jonathan and strongly pro-BCP.

Mr Sixshe said: "For the last 5 years BCP has been refused access to the miners while BCP has been allowed to organise a lot of BNP supporters wear BCP colours in mineworkers for their own protection. The SA authorities have not shown any inclination to protect BNP followers."

* South Africa has not signed a formal pact to allow it to be used as a base for attacks against the Leasotho Government. But it has given Lesotho several written assurances to this effect.

* The latest was given in a letter on December 7.

* The number of people who have crossed into South Africa has increased by 30 to 450 since Monday, the office of the Commissioner for Co-operation and Development said yesterday.
Jobs safe, staff told

Financial Reporter

POSSIBLE fears among Union Corporation staff that the merger of General Mining and Union Corporation could lead to staff rationalisations and redundancies were allayed by Dr Wim de Villiers, chairman of General Mining.

He said: "We shall continue to run on a decentralised basis. We do not intend to change for obvious reasons the buying departments were merged some time back to utilise the total buying power of both groups.

"With the full cooperation of both staffs there has never been any problem.

"In marketing, there will be a move towards rationalisation. In some areas Commin has marketing organisations while Unioncorp has organisations in other areas, such as platinum, nickel and titanium pigments."

"We can reinforce each other."

Dr De Villiers said the plans to use Commin's coal in the north-western Transvaal for chemical exploitation made up one of the most exciting projects he had ever considered.

"Many technological problems had to be overcome. Commin would make an announcement in the new year."
### Table 11: Christmas Bonuses (1950-1959)

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### Table 13: Total Accidents, Parenting, and Violence

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### Table 14: Suicide (1950-1959)

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### Table 15: Total Vehicle Record (1950-1959)

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<tr>
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**Not for Miners**

The Council of Miners Unions have urged increased redundancy payments for miners. At the end of last month, the Council's request for a one-off Christmas bonus to replace the annual wage increase was granted. However, the bonus is limited to a maximum of 10 pounds for the first 20 hours worked, after which time the bonus falls to a maximum of 5 pounds per hour. The bonus is to be paid on the basis of the average weekly wage for the past six months. The bonus is available to all miners, regardless of their union membership. The bonus is not to be paid to any miners who are on strike or who have been dismissed within the past six months. The bonus is to be paid on the basis of the average weekly wage for the past six months. The bonus is available to all miners, regardless of their union membership. The bonus is not to be paid to any miners who are on strike or who have been dismissed within the past six months. The bonus is to be paid on the basis of the average weekly wage for the past six months. The bonus is available to all miners, regardless of their union membership. The bonus is not to be paid to any miners who are on strike or who have been dismissed within the past six months. The bonus is to be paid on the basis of the average weekly wage for the past six months. The bonus is available to all miners, regardless of their union membership. The bonus is not to be paid to any miners who are on strike or who have been dismissed within the past six months. The bonus is to be paid on the basis of the average weekly wage for the past six months. The bonus is available to all miners, regardless of their union membership. The bonus is not to be paid to any miners who are on strike or who have been dismissed within the past six months. The bonus is to be paid on the basis of the average weekly wage for the past six months. The bonus is available to all miners, regardless of their union membership. The bonus is not to be paid to any miners who are on strike or who have been dismissed within the past six months. The bonus is to be paid on the basis of the average weekly wage for the past six months. The bonus is available to all miners, regardless of their union membership. The bonus is not to be paid to any miners who are on strike or who have been dismissed within the past six months. The bonus is to be paid on the basis of the average weekly wage for the past six months. The bonus is available to all miners, regardless of their union membership. The bonus is not to be paid to any miners who are on strike or who have been dismissed within the past six months. The bonus is to be paid on the basis of the average weekly wage for the past six months. The bonus is available to all miners, regardless of their union membership. The bonus is not to be paid to any miners who are on strike or who have been dismissed within the past six months. The bonus is to be paid on the basis of the average weekly wage for the past six months. The bonus is available to all miners, regardless of their union membership. The bonus is not to be paid to any miners who are on strike or who have been dismissed within the past six months.
Cutting barriers

LC Diamond Cutting Works, the first company to be granted a cutting licence in 13 years, is setting precedents in SA's diamond industry. Its 120 skilled and unskilled workers will be integrated at factory floor level and the company has applied for permits for black cutters.

Says MD Johann de Villiers: "We decided not to segregate our skilled and unskilled cutters. They will all be working together." He says although the law does not prohibit blacks being granted licences, "no firms have made applications to date."

The diamond industry is traditionally one of the most controlled in SA. De Villiers feels the company's initiative in the labour sphere will "lessen the tight hold government and official bodies have on the diamond industry."

Diamond cutters still adhere to the demarcation limit which stipulates that unskilled labourers may not work on diamonds greater than 1.69 carats. De Villiers believes these restrictions will soon disappear and that LC will play a "vital role in providing employment and training facilities for cutters."

De Villiers admits he "had to do some hard talking. We had to prove that we have an adequate long-term source of diamonds."

In the past De Beers' control of diamond sources meant that rough diamonds were only available where the company granted allocations to private companies. LC is secure in its supply because it imports 66% of its rough diamonds from the international market. "The European market source won't dry up in a hurry, so we're secure on that score," says De Villiers.

Rough diamonds are also being bought from local mining companies. LC has access to two highly productive mines from local group mining companies. LC has access to two highly productive mines in Sendeingdrift and the Bels Bank area. Says De Villiers: "Two more should be productive by June."
Because of the small numbers in each of these categories, there are no tables in this report.

Note: There are no tables in this report.

Monetary Rates for the Long Division of the IDB (Sixth Revision)

<table>
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Table 1

Cutting Barriers

In the past, De Beers control of diamond sources meant that rough diamonds were only available where the companies had mining operations. However, rough diamonds are also being bought from local small-scale miners. LC's are also secure in their own country because they have access to two highly productive mines. De Beers' long-term source of diamonds is not guaranteed as LCs continue to mine at De Beers-controlled mines in South Africa.

Villa's role is to promote the company's initiative in order to increase the supply of rough diamonds. Villa's influence has allowed for more direct dealings with LCs, which has improved the quality of the diamonds supplied. Villa's success in promoting the company's initiative has been evident in the past few years. Villa's influence has allowed for more direct dealings with LCs, which has improved the quality of the diamonds supplied. Villa's success in promoting the company's initiative has been evident in the past few years.
CHRISTMAS BONUSES Not for miners

The Council of Mining Unions is feeling very bitter towards the Chamber of Mines. At the end of last month the chamber finally turned down the council's request for a once-off Christmas bonus.

Soaring industry profits and the acceleration in the inflation rate prompted the council to ask the industry for an interim pay increase. According to the chamber's industrial relations adviser, Johann Leibenberg, "The interim review was refused on the grounds that wages are reviewed only once a year, to take effect in the May pay month. There is an agreement on this which dates back to 1971."

Despite the fact that miners have always got a holiday bonus instead of a Christmas bonus, the council then decided to ask for something extra for December. Says the council's chairman, Ken du Preez, "The cost of living has gone up more than anticipated, swallowing up the 19% wage increases granted this year in a few months. And the industry's profits have shot up more than expected. We thought the least they could have done was grant a one-time bonus." He adds, "The industry has lost a golden opportunity to show that it has some regard for its employees."

Leibenberg argues, "We refused a special bonus for the same reason we turned down an interim wage increase. To link wages and special bonuses to the ups and downs of our products' prices is a very risky thing to do. When the gold price goes tumbling down the unions do not ask to share in the industry's misfortune."

Du Preez says that the main reason given to them was that this would create a precedent, and the unions would then expect a bonus every Christmas. "This is a very poor excuse. And, to say that we have got an agreement which is negotiated once a year, and that's the end of it, does not promote good industrial relations," he asserts.

Unions claim that, because of the high industry profits and the "unwillingness to share its good fortune," the industry now faces tougher wage negotiations than others.

374. Mas it desirable he i and who has i liquidators of i

375. App the person to and when such performance of winding-up th Master shall e appointment

(2) The
(3) A appointment

The acts of a liquidator shall be valid notwithstanding any defects that may afterwards be discovered in his appointment or qualification.

Upon receipt of such certificate of appointment the liquidator shall—

(a) within seven days after receipt thereof send a copy thereof to the Registrar under cover of the prescribed form, and

(b) give notice of his appointment in the Gazette.

376. Title of liquidator.—A liquidator shall be described as the liquidator of the particular company in respect of which he has been appointed, and not by his individual name.

377. Filling of vacancies.—(1) When a vacancy occurs in the office of liquidator, the Master shall—

(a) in the case of a winding-up by the Court or a creditors' voluntary winding-up, convene meetings of creditors and members or contributories of the company concerned, and

(b) in the case of a members' voluntary winding-up, convene or direct the company concerned to convene a meeting of members; or

throughout the Republic.